

Annual Report



2019



<CODE>YOUR
FUTURE



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Message from the Trustees and the CEO

As CodeYourFuture has grown over the last three years, we have seen a myriad of individuals flourish within the community we are creating. The tireless work of volunteers and the dedication of all of our students is a source of inspiration to all. The success of CodeYourFuture is the success of every person who has helped create the wonderful communities that have now sprung up in 4 regions; London, Scotland, North-West (UK), and Italy.

2019 has been our biggest year yet. Launching our first class in Rome and our sixth in London, 122 students have walked through our doors to receive training and support from some of (more than) 200 volunteers who have helped us achieve our vision. This report is a reflection of the hard work put in by all the volunteers and students throughout the year whose heart and drive has allowed the CodeYourFuture community to grow and flourish. Thanks to your support, our community keeps getting stronger, and we

are able to help more people than ever to improve their lives through acquiring new skills, developing their passions, finding new friends and getting into professional careers as developers. *This year we managed to support more people into a new career, and a new life, thanks to the incredible work of our community.*

Our vision for CodeYourFuture is to create a community and learning space that will transform people's lives, providing the most disadvantaged with opportunities to study and grow professionally and personally. The journey so far has been incredible, and it has been inspiring to watch this vision grow. As we look to the future, we see numerous opportunities to spread the work of CodeYourFuture and look forward to our new branch opening in the West-Midlands in 2020.



One Family

First class in Rome > Sixth class in London > 122 Students > 200 Volunteers



Photo: Andrew J Cleminson



2019

was the biggest year for
CodeYourFuture yet

Executive CodeYourFuture Summary

2019 was the biggest year for CodeYourFuture yet. Our community grew rapidly: we provided training to numerous students from disadvantaged backgrounds, many of whom got their first jobs in the tech sector. We continued to empower our volunteers, creating a space for them to grow and learn while helping to transform people's lives.

We launched our first class in Rome and a pilot in Medellin and continued running courses in Glasgow, London and Manchester. This year our team grew to 10 part-time members, allowing us to expand our operations and support all our classes. CodeYourFuture is not another coding school, it is a community with a mission to fight inequality. CodeYourFuture targets motivated applicants from the most disadvantaged groups, those who have limited access to training and education and are currently underrepresented in the tech sector. We remove as many obstacles to learning as possible: the course is free and we cover students' costs such as travel, childcare, internet and some others. A success story for us is when our student

gets a job offer and flourishes in their work space. CodeYourFuture equips the students with all the necessary technical and soft skills to become entry-level web developers. And we continue to provide support with job searches after graduation.

At the heart of our community are our volunteers. Coming from a range of professional backgrounds, our volunteers lead technical sessions, assist with soft skills, provide employability training, offer personal support and organise events. This experience provides the volunteers with an opportunity to learn leadership, management and other valuable skills, and become part of a growing community of like-minded professionals.

Our generous partners, Capgemini, Workday Foundation, Ticketmaster, Slack, AMIF, Skyscanner, and The Federation enable this work to be successful by donating workspace and sourcing expert volunteers to support our teams.

Mohammed's story

Mohammed came to the UK as a refugee from Sudan in 2015 and quickly busied himself settling into his new home.

First, I was doing ESOL in college, then working at a car wash... I also worked at a warehouse before getting a job in a customer service role with a local company — I actually did most of these at the same time!

Despite his lack of background in the discipline Mohammed was on the lookout for opportunities.

My friend was trying to make a website for his business, and I decided to try and help him as it interested me. I then began doing online tutorials and some more research... I am a creative person; I like to create things — I think this is why I wanted to be a developer.

Then, one day, a volunteer visited his part-time college ESOL course, looking to recruit students for the first ever CodeYourFuture class in Scotland. Mohammed completed the application and joined the first class.

It was different from college. Help was easy to find and people didn't feel nervous about asking for it when it was needed... We were a community, we did social things together and this was very helpful as this is important for learning, in general. The mentors supported students and students supported each other.

Soft skills are a vital part of the course teaching communication, confidence, networking and general problem-solving skills. For Mohammed, these were crucial in the hunt for his first job in tech.

I thought it was not going to be easy to find my first job in tech... and I was right! This is what it is like for most people. However, I had great support from the CodeYourFuture community. I got to work remotely on a project in London through networks at CodeYourFuture. I also got to work on a program that was going to be used by British Red Cross and Refugee Council in London. This work was really important for me eventually getting a job. I think I did around 7 interviews around different cities in the UK, but now I was sure I'd get one.

Mohammed is now looking to develop professionally further whilst remaining close with the community at CodeYourFuture:

'My last plan was to become a professional software developer, now I want to build my skills and experience further. I have just moved to a new job with more creative opportunities and lots of different projects to work on. In the future, I want to be employed as a senior developer, possibly work freelance or build my own company. I never stopped being part of CodeYourFuture when I graduated or when I got a job.



Class

Glasgow 1

I never stopped being part of CodeYourFuture when I graduated or when I got a job.

I like coding, I like helping people and I feel happy supporting students. I will never stop coming back.'

To Mohammed, CodeYourFuture forms a big part of where he calls home.

I actually thought about moving from Scotland at one point in the past — mainly because of the weather! But, honestly, CodeYourFuture convinced me to settle here in Scotland. Here I've found great opportunities and great people.

Barriers to Entry

We fight inequality by lowering the barriers to learning that many of the most disadvantaged individuals face in access education and training. Ensuring that all our students have the resources and support that they need to succeed is at the heart of what we do.

Photos: Andrew J Cleminson



Laptops and internet

Everyone deserves access to the tools they need to thrive.

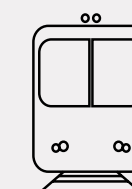
Support from day one

We offer support for every applicant helping motivated students to thrive no matter their background.



Inclusivity

We bring together a diverse community of students, volunteers, mentors and partners breaking down social barriers and encouraging collective learning.



Travel

Access to education is highly unequal geographically and so we work to fight to improve it.



Part-time

With a mix of remote learning and teaching on weekends the course creates opportunities to learn alongside existing commitments.

Free

We believe that everyone should have the opportunity to learn and grow.

Childcare

Childcare responsibilities prevent access to educational opportunities especially for women - covering the cost of childcare helps us support more women into tech.



Our Model

Finding Students:

Our program is suitable for students with no experience in coding. The course is demanding and in finding our students, we focus on the potential of applicants. The application process introduces candidates to programming fundamentals and helps applicants to develop positive habits — building a stable base from where they can grow further.

We believe in a future where everyone can lead a thriving life. As such, we offer our courses to people who wouldn't otherwise have a pathway into careers in tech. This includes people who are:

- Refugees or Asylum seekers
- Single Parents with low income
- Those diagnosed with mental health, learning, or physical disabilities,
- Those who live in a household with a total income below the UK poverty line,

- Women, minorities, ex-offenders, or anyone else experiencing problems getting the education needed to find meaningful work — including being homeless or long-term unemployed.

In order to support these groups we work alongside local authorities, NGOs and community groups in order to find and support applicants throughout the process.



Tech Skills

We concentrate on teaching the most in-demand technologies to give our students the best chance of securing employment upon graduation. Starting from the basics, we cover front-end and back-end technologies, developing rounded full-stack junior web-developers.



Photo: ©Capgemini/Hugo Ribes 2018

Community-building

Volunteers, students, corporate partners and supporters all come together to make Code Your Future possible. We are a community first and offer a safe space for all involved to meet, learn, grow, and make connections. We celebrate our wide spectrum of backgrounds and experiences. CodeYourFuture acts as a bridge between disadvantaged/underrepresented communities and the tech sector, giving opportunities for both to learn from each other.

Soft Skills

Alongside technical development, the CodeYourFuture program places an emphasis on the development of soft-skills and positive habit formation over the life-time of the course. By developing skills like communication, teamwork, problem-solving and time-management, we are helping students to grow as developers, employees and people.



Recruitment

Employment is one of our main success benchmarks. Everything we do is designed to that end. Upon graduation, we help our students with CV writing, interview skills, and match them to exciting job opportunities within our partner network and wider community.



Mentorship

We match our students with professional mentors who offer them guidance and support during the course. Mentoring and skill-sharing benefits students, mentors and society as a whole.



Photo: Andrew J Cleminson

Partnership

We work with a number of corporate partners making sure that they are involved in the CodeYourFuture journey by engaging them through experience days, masterclasses, volunteering opportunities and much more.

Our Volunteers

As a volunteer led organisation, we rely on the support of hundreds of volunteers each year to run courses, support students, find partners and ensure that CodeYourFuture can continue to impact the lives of every student. Our volunteers are the core of the CodeYourFuture community and represent us in everything they do.

Roles

Volunteers represent us in everything we do. From teaching and supporting our students to building new partnerships. Split into three co-operating teams, volunteers in each city work together to drive the direction of CodeYourFuture; these teams are Personal Development, Outreach, and Education.



Personal Development

Personal Development volunteers help students stay on track with personal guidance and support throughout the course and beyond as well as creating and delivering training on vital soft skills essential for a successful career.



Education

The education team lead the technical classes developing and delivering content throughout the course, teaching classes, offering guidance and support, reviewing work and offering invaluable insights into the professional careers of developers.

Outreach

Outreach volunteers help tell our story and bring new people to CodeYourFuture through Social media, developing our relationships with Non-Governmental Organisations and partners and event organisations.

and so much more...



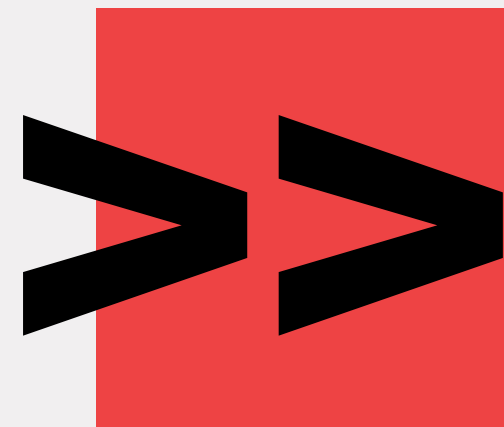
Volunteers support us in every aspect of CodeYourFuture's activities, helping develop our tech projects, working with partners and NGOs, developing course materials and improving the syllabus, sharing insights into their professional careers, preparing class spaces and

bringing a positive attitude to lessons... the list is unending. Every volunteer contributes to the CodeYourFuture community in their own way and we are grateful to every one of them for helping us build this school.

Mood Board

We asked our volunteers what they loved most about CodeYourFuture.

- The energy of the students and volunteers is incredible.
- It's the best way I can think of to use my skills to contribute to society.
- The community, the people, seeing people finding a purpose and meaning in life and their career.
- Seeing the students progress, receiving such gratefulness from them, watching their minds click when they finally get something and the satisfaction they get from that. Generally accompanying students towards a place where they will be employable and be able to thrive professionally while doing something they enjoy.
- The community of volunteers and students.
- Meeting new people, mentors and students alike, and sharing experiences.
- Seeing people passionate about learning and growing.
- Knowing that my personal and professional growth is making a good impact to other people.
- The sense that we have done this, all of us, and that we share in every success and failure.
- Seeing the difference made to student's lives, working with a great group of people.



What key thing made you decide CodeYourFuture was the right organisation to volunteer with?

- Their commitment to help underrepresented communities learn new skills.
- The mission of the organisation and the values it stands for.
- The amazing, diverse community when I first started volunteering.
- My professional knowledge can be utilised. On the other side, I can improve my soft skills such as communication, teaching, organising.
- Lovely and friendly people, also the stories about the students.
- [The] introduction meeting where everyone was so warm and friendly. Hearing from a graduate about how life changing the course was.
- I loved it straight away. Everyone was super welcoming. It seemed a bit chaotic but my skills were needed just at the time I joined so it all fell into place pretty quickly and naturally.

What key thing made you stay with CodeYourFuture?

- The sense of family. From my local group and across the global organisation.
- The community.
- The resilience of the students and their will to learn.
- Seeing the willingness, commitment, and ability of the students, and the huge impact these classes and support have on them.
- The gratitude from the students and the visible difference our teaching makes to people who need the extra help. It's priceless.
- The feedback from the community — their inspiring positive energy.
- It's fun! I enjoy mentoring in general and feel like I'm helping people when volunteering.



Mariana

What I love most about CodeYourFuture is that, apart from helping our students develop tech skills that are highly valuable in this sector, it also gives them and the volunteers a sense of belonging, therefore, for me CodeYourFuture is about people, community and well-being. Every day, every cohort is a new adventure, as we get to know the students on a personal level and learn stories about their struggles, hope, and resilience. And this resilience is what motivates and inspires me to volunteer with CodeYourFuture, because despite the challenges life has thrown at them, our students are still motivated to turn their dreams into reality through persistence and hard work.

CodeYourFuture allows our volunteers to get creative and put their ideas into practice, and even though we are a small charity that is mainly volunteer run, I'm very proud of my colleagues who work extremely hard and have kept their professionalism, to ensure that people get the most out of this course.

The most amazing thing is how fast we are spreading across the world, with new cities joining our CodeYourFuture family, giving more and more people a chance to rebuild their lives.

It's one of the greatest opportunities I've had.



Class

Scotland

Volunteer since

May 2017



Jane

I first heard about CodeYourFuture from a Manchester Girl Geeks <https://manchestergirlgeeks.com/> newsletter, back in November 2019. After attending an evening for prospective volunteers I decided to join CodeYourFuture. I feel that the project is very worthwhile, providing students with the skills required to get a job in IT, a field with a chronic shortage of skilled people. I have a background in computing, so I feel I can contribute to the project. Although my experience goes back decades, some things like basic programming logic, the importance of testing and of documentation, don't change. I also have some experience in volunteering in this area, having assisted students attending courses in IT Skills for Women in Greater Manchester.

I'm a new volunteer and still finding my feet, especially in keeping up with what is happening remotely, both with the students and with the other volunteers. So far, my time with CodeYourFuture has been immensely satisfying. Like some of the other volunteers, I had technical skills but no teaching qualifications. The pre-course sessions on presentation skills and on teaching were therefore very useful. The latter included emphasising the fact that most students' first language was not English. The Saturday class is quite intensive, both for students and volunteers. The lunch hour, as well as providing much-needed sustenance and a mental break from computer screens, gives the students an opportunity to socialise and to talk about whatever they want. We have almost finished the Fundamentals course and about to start the main course. I'm looking forward to that!

Class

NorthWest

Volunteer since

November 2019

I feel that the project is very worthwhile, providing students with the skills required to get a job in IT.

**Class****Rome****Volunteer
since****May 2018**

*when one of
our mentors [...] said: they are
thinking like
coders now.*

Hannah

I'm an organiser volunteer in Rome—since 2018 when we started planning Rome. I learnt a lot about the tech world, and from fellow mentors and volunteers about how young dynamic companies work and change much quicker than the hierarchical old media world I've worked in. I've gotten to practice public speaking, and do presentations in Italian, learned how to use Slack and Trello and most of all met some amazing people — students and volunteers. I've started a part time gig as a university teacher myself in the meantime and am bringing some of the skills I saw in our CodeYourFuture classroom to the job.

It's easy to promote CodeYourFuture — people from the development or business worlds tend to get it immediately and are impressed because it's such a concrete project with relatively fast tangible results.

I felt most proud when one of our mentors, who had had a lot of doubts, said eventually: they are thinking like coders now. I think they can find jobs. Another good moment came on graduation day when one of the clients for the final projects said it was so good he would present the project to the Ministry of Work and it would likely be adopted for managing the entire community service programme.

August

1) What do you love about CodeYourFuture?

I love how friendly and welcoming the community is. It is terrifying as a relatively new developer to put yourself in a room of experts, but nobody makes you feel less than you and everybody is always willing to listen to you and help you out no matter what your level of experience. I also love the passion of the volunteers, many of whom give far more than they need to; working outside of the hours they usually would and always trying to improve the student experience.

2) What have you learnt/gained from CodeYourFuture?

I have been able to start sharpening my own skills by identifying gaps in my knowledge when interacting with students. I've also already gained so many opportunities to take on responsibility, take initiative, and expand my skill-set just by being a part of the team. Even when you assign yourself to a team, you end up wearing so many different hats that you get experience in all kinds of things.

3) What do you tell other people about CodeYourFuture?

I am forever passing on great things I hear about through CodeYourFuture to my colleagues. For example, we use Sololearn in our application process. I really like the app and suggested it to members of my work team. An apprentice on the team is really benefiting from using that app right now! Other than that, I talk a lot about how amazing the students are and what a humbling experience it is to teach them.

4) What would you like others to know about CodeYourFuture?

You will meet incredible people on the team and also meet amazing people in the cohort. Few other experiences will remind you of the tenacity of human beings than working with people who give 110% despite all the struggles they have gone through in life.

5) Tell us about a moment that has inspired you/made you feel proud

As a teacher, there is nothing better than just seeing the moment a concept makes sense to a student. It reminds you that what you are doing is actually making a huge difference to that person's experience.



Class

Manchester

Volunteer since

May 2019

I love how friendly and welcoming the community is.

Impact

Class Summary

Total students taught in 2019*:

122

*The students taught in 2019 were part of the following class:

London 5	December 2018 - July 2019
London 6	November 2019 - October 2020
Glasgow 3	January 2019 - October 2019
Manchester 2	October 2018 - June 2019
Rome 1	May 2019 - January 2020

We also ran a pilot course in Medellin, of the class 9 students graduated and 5 are now in employment.

- In 2019, **55 Students Graduated** (71% of classes completed in 2019)
- Eligible Graduates in Employment or **Further Education: 31** (69%)

Total Eligible CodeYourFuture grads in Employment or Further Education:

71%

Our students have gone on to work at:

BBC, Capgemini, FDM Group, InvestCloud, Qured, Takepayments, Tray.io, Webagency, Inclusive Labs, Engine Group, Genflow, University of Bradford, CloudStuff, Sourcesense, Food and Agriculture Organisation, LumiraDx



What we asked our students:

What made you decide to study with CodeYourFuture?

- The way I was addressed and the way the volunteers listen
- Before starting I wasn't too sure, but They truly supported me during intro to coding and it felt so welcoming. And I made my mind that, this is it where I belong, no matter what is my social status, they supported me and I am glad I found CYF community
- The positive community and the diversity of people from every backgrounds.
- The people I interacted with during the application process. It felt like an organisation which WANTED to help me out as long as I was willing to put in the effort.
- The course looked very up to date in terms of concepts and mentors were all young talented people
- When I went to meetup, it was such a warm welcoming environment. I forgot about getting a job and I just wanted to be part of it.
- Experience of my friends, who were CYF students and now they are Software Developer.
- At first the schedule, the fact that it allowed me to still work while doing the course and while doing the intro course I knew it was the right place when seeing there is a sense of community and a safe space for people

What do you love about CodeYourFuture?

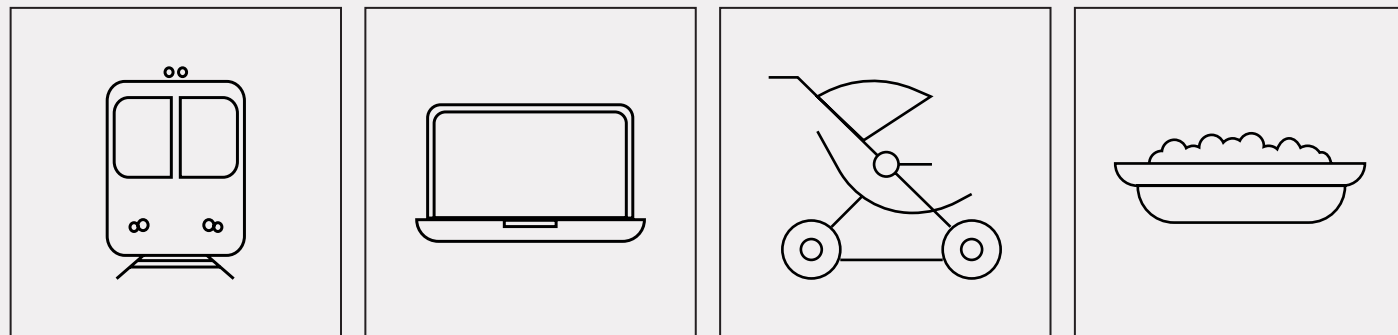
- The community and opportunity to share knowledge and support one another.
- The community spirit.
- Being a part of Friendly and Lovely Community.
- The mentors. They are amazing. The kind of effort and hours they put in is unbelievable
- The people, the atmosphere, and the teachers
- The kindness!
- That its values people and knowledge
- The culture.



Student Support

Student expenses

£23,484.71



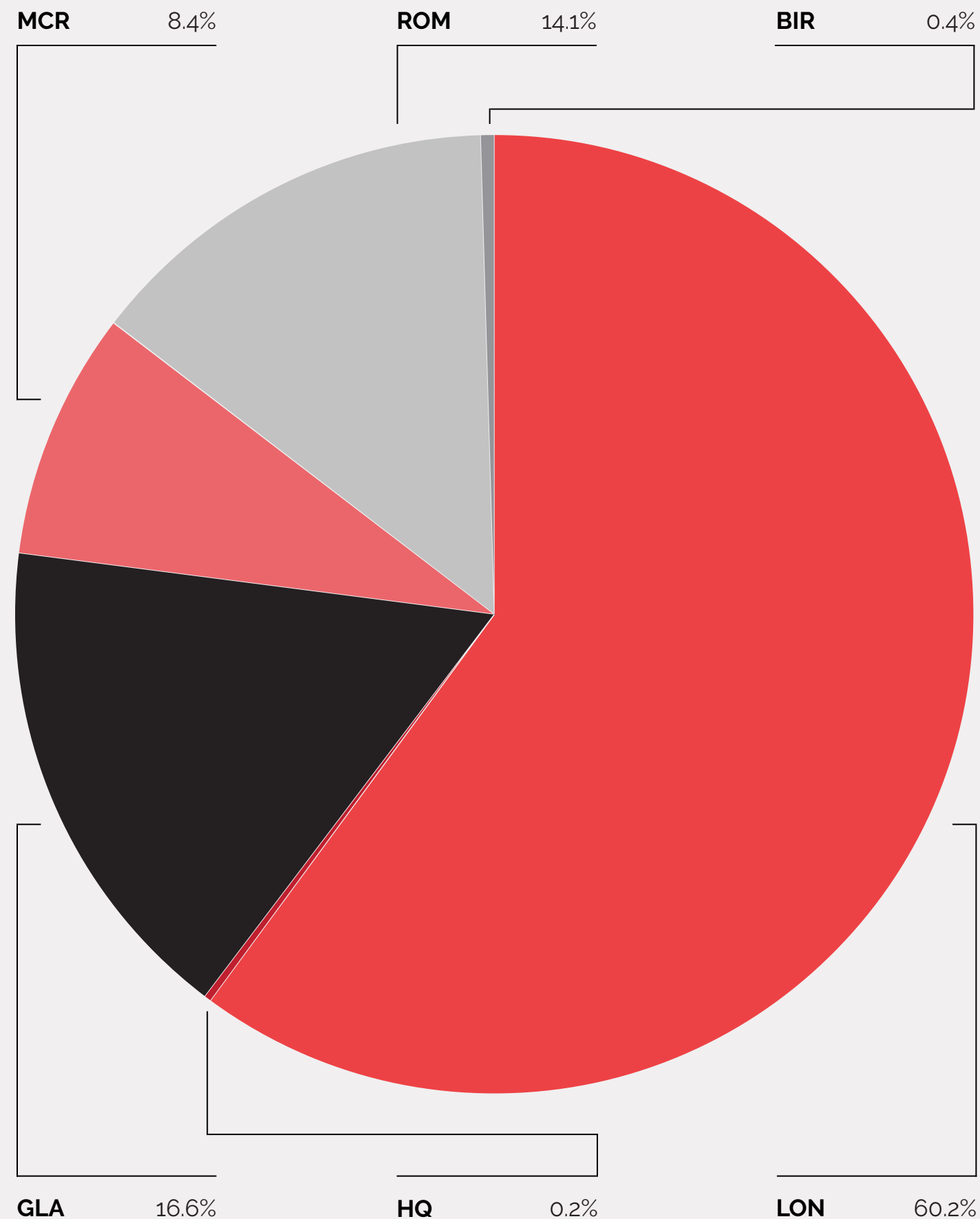
In 2019, CodeYourFuture spent £23,484.71 on student expenses. These expenses covered: transport to and from class; laptops & internet costs; childcare; meals during class.

CodeYourFuture Fellowships

£28,850.00

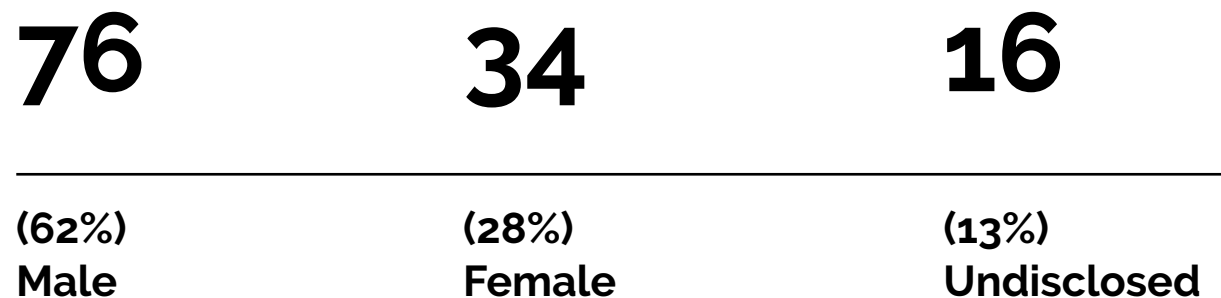
A further £28,850.00 was spent on CodeYourFuture Fellowships. These fellowships allowed students to gain valuable work experience, work on tech projects and receive support into employment.

Student expenses by class

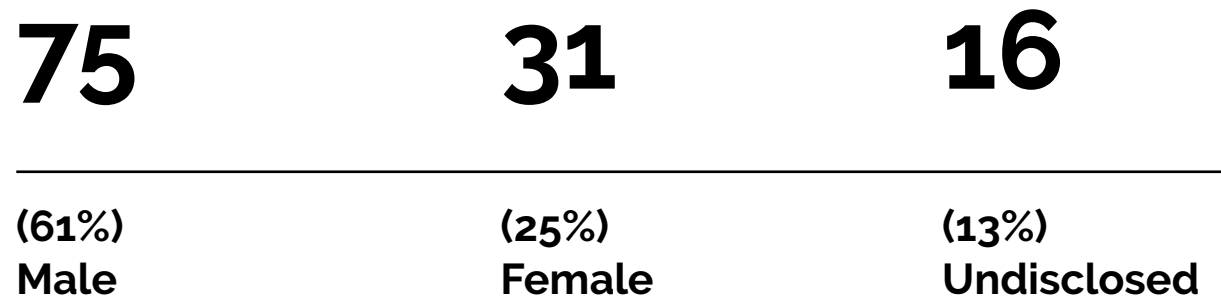


Our Students

Gender

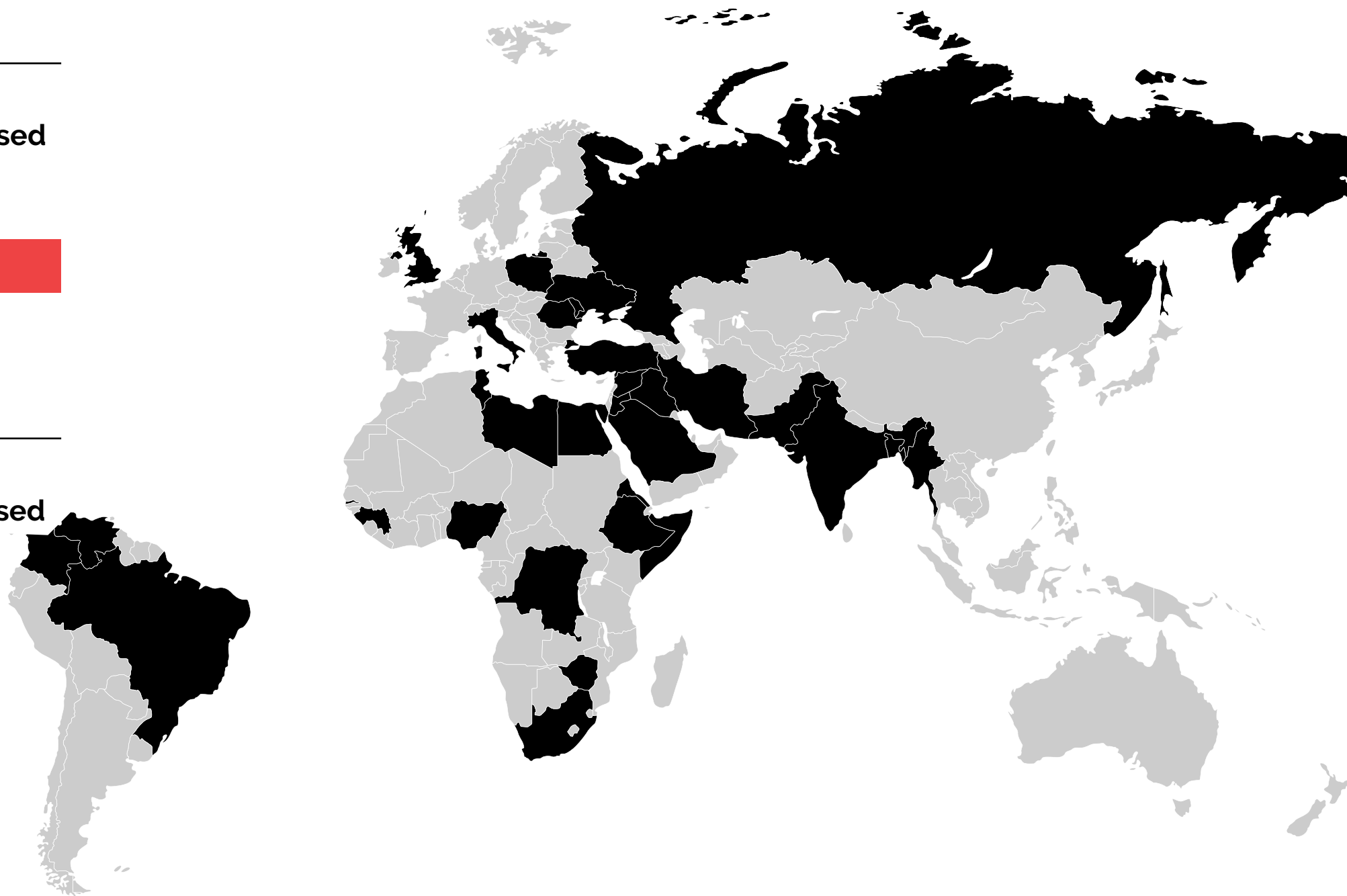


Refugee/Asylum Seeker:



122
students

Countries of Origin: Tunisia, Brazil, Iran, Turkey, UK, Pakistan, Nigeria, India, Russia, Somalia, Italy, Zimbabwe, Eritrea, Gambia, Syria, Egypt, Kashmir, Saudi Arabia, Poland, Guinea, Palestine, Jordan, Iraq, DRC, Libya, Ukraine, Moldova, Myanmar, Romania, Colombia, Bangladesh, Venezuela



Abdoulrazack's Story

Somalia a country destroyed by civil war then by the occupation of Al-shabaab, I had been working as an Interpreter in Somalia, my life was threatened by this malleolus group and fled the country to save my life and my journey ended in the UK.

After applying for asylum and humanitarian protection, things were going slowly and I was just staying at the provided accommodation. I couldn't access education so I started to look for an alternative place to study at least something beneficial instead of waiting for the period and thinking about my family and the terrible period I passed.

Being an Asylum seeker is not easy, I had started to build my life and overcome obstacles as I can by first starting to go to an English class at Cornerstone day center in Manchester. Bit by bit, I started to discover how things work and what study and jobs are in high demand. I noticed that the tech industry and Software needed the most.

I started to be interested in this field and asked my English teacher who worked there and as Cornerstone is a charity could have connections with a charity teaching coding. This was how I landed at Code Your Future. Attending Code Your Future was an opportunity to get the knowledge and the skills required for this field, more important than the lessons is the atmosphere and the feeling of belonging to a second family. I started to build friendships with classmates and men-

tors and leave behind the isolation. Going to the class was fun and I was enjoying talking to people and having fun, cooking and tasting different kinds of food and helping my classmates made me feel better.

Having finished the course, I wanted to give back what Code Your Future gave me and I am now contributing with other mentors and transferring my knowledge to people who are hoping to join the tech industry.

My experience at CodeYourFuture was a unique experience. At the start, as I was new to the field the programming language taught there was a challenge and hard. What is special at Code Your Future is putting students in real work conditions, this helped me to communicate more efficiently and how to work in a team and share knowledge.



Class

Manchester 2

My experience at CodeYourFuture was a unique experience.



Class

London 5

I never stopped being part of CodeYourFuture when I graduated or when I got a job.

Madiha's Story

Madiha originally comes from Pakistan. She came to live in the UK about 15 years ago.

After years of juggling with various jobs to make ends meet, and not feeling content of the shift her career and life took, she decided to turn her life around, and this is how she found Code your future.

Not only was CodeYourFuture life-changing, but it also gave her the skills she needed to find a job she loves and an opportunity to/helped her build her confidence back up again.

I had the chance to interview Madiha about her experience with Code Your Future.

A story of empowerment

"When my children were born", she started, "I had to stop working to look after them. For years, I was a stay at home mom. I went off the working industry. And I loved it but something was missing.

Back in 2007, I used to have a coding job.

As the children grew older we started having some financial instability and difficulties at home. So, to help make ends meet, I had to take a job. I quickly found myself juggling with many different jobs that I didn't even like just to make some money for my family. And with those jobs, I was not happy. I didn't

feel fulfilled. But I had to. When my children grew old enough, and because I was tired of working jobs I didn't like to have just enough to live on I decided to go back to coding.

But what I found out really quickly was that the coding industry was not the same as when I left. Things had changed, technology was also much more advanced. Things that used to make sense for me would not anymore. I knew that unless I had some sort of training I would not make it back. This is when I decided to look for online coding courses.

While I was looking for coding courses online, I came across one of CYD ads.

What spoke to me is that the ad was saying that they were helping refugees and disadvantaged people, people who struggled and who didn't have it easy with their dreams of becoming developers. And it resonated with me, so I sent an application.

I was at a really challenging time in my life, and finding Code your future was just what I needed."

Madiha joined the program in December 2017. She graduated the year after, in August 2018.

"Code Your Future was an opportunity to change my life. I owe a lot to them.

During my years off work, I lost most of my confidence: with the constant struggle of working too many jobs I didn't like to pay the bills.

I was wearing so many hats, working so many jobs. I came to the point where I was wondering when was everything going to stop.

A job that you do not like and have to do every day is just dragging. CodeYourFuture made it better, I was given the opportunity to take control again.

I just wanted to change my life, being on survival mode for a long time is really hard, I just had enough of that.

My previous experience in coding back in 2007 was a long long time ago. Then the children for a long time were my main focus.

I knew I wanted to go back because of my previous experience. I was always interested in coding.

With CodeYourFuture I was learning so much and achieving things. I discovered and acquired many more skills that I had back in 2007.

I was so well supported during the entire learning process. And it is thanks to all the amazing teams, from my mentors to the

teachers to the other students, that I could make it. I was a bit scared at first and CodeYourFuture was the best environment to learn. My mentors made sure I was getting the skills but also confidence. They also helped me in terms of learning how to take care of myself, how to deal with stress and pressure as part of the process of getting new skills, which I never really did before. So I am very thankful for all of that.

My family was also really supportive. During my time in the program, often when I was studying at home, my kids would come to me with curiosity, asking me questions. They also understood that, as their mom, I would have less time for them from now on. But they enjoyed seeing me learn. And I enjoy seeing them so happy to see me learning new skills "

Madiha is now working as a software engineer for an IT company. She started her new job in October last year.

"In my new job, I also had a lot of support. They all knew and recognized that I am a junior, and everyone sees that I am eager to learn.

My project manager understood my urge to learn more. In the beginning, I was so eager that he sometimes had to slow me down, telling me and reminding me that I needed to learn steps by steps. I already had a good learning environment, so I was

extremely grateful to also have a good one to restart my career.

Now, even when I work long days, every time I come back home I am never tired but full of energy, and it is such a nice feeling. Contentment.

Some of the students at CodeYourFuture come from a really vulnerable background. They had to flee their countries from persecution, conflicts, and so on. For most, life was like a constant emotional rollercoaster. But thanks to Code Your Future, they could also turn their lives around. It's such a nice feeling to know that there is help out there.

CodeYourFuture was a boost of confidence for many of us. During my time at CodeYourFuture, where I now volunteer, one of the most important things I learned is that, there will be times when life will bring you down, but you just need to go back up."

Partners, Sponsors and Donors

Grant:

- Ufi VocTech Trust
- Asylum, migration and integration fund (AMIF).
- Help Refugees
- The Workday Foundation

Sponsors:

- Capgemini

Donors:

- HIRED
- Starling Bank
- Software Engineering Practice Ltd
- Yellowstone TechMedia Ltd
- 10X10
- CITITEC ASSOCIATES
- CO-HIRE Ltd
- INTELLIGENT POINT
- University of Glasgow
- The London Community Foundation
- Founders Intelligence
- Product Forge
- Race2Prague
- The Federation



Photos: Andrew J Cleminson