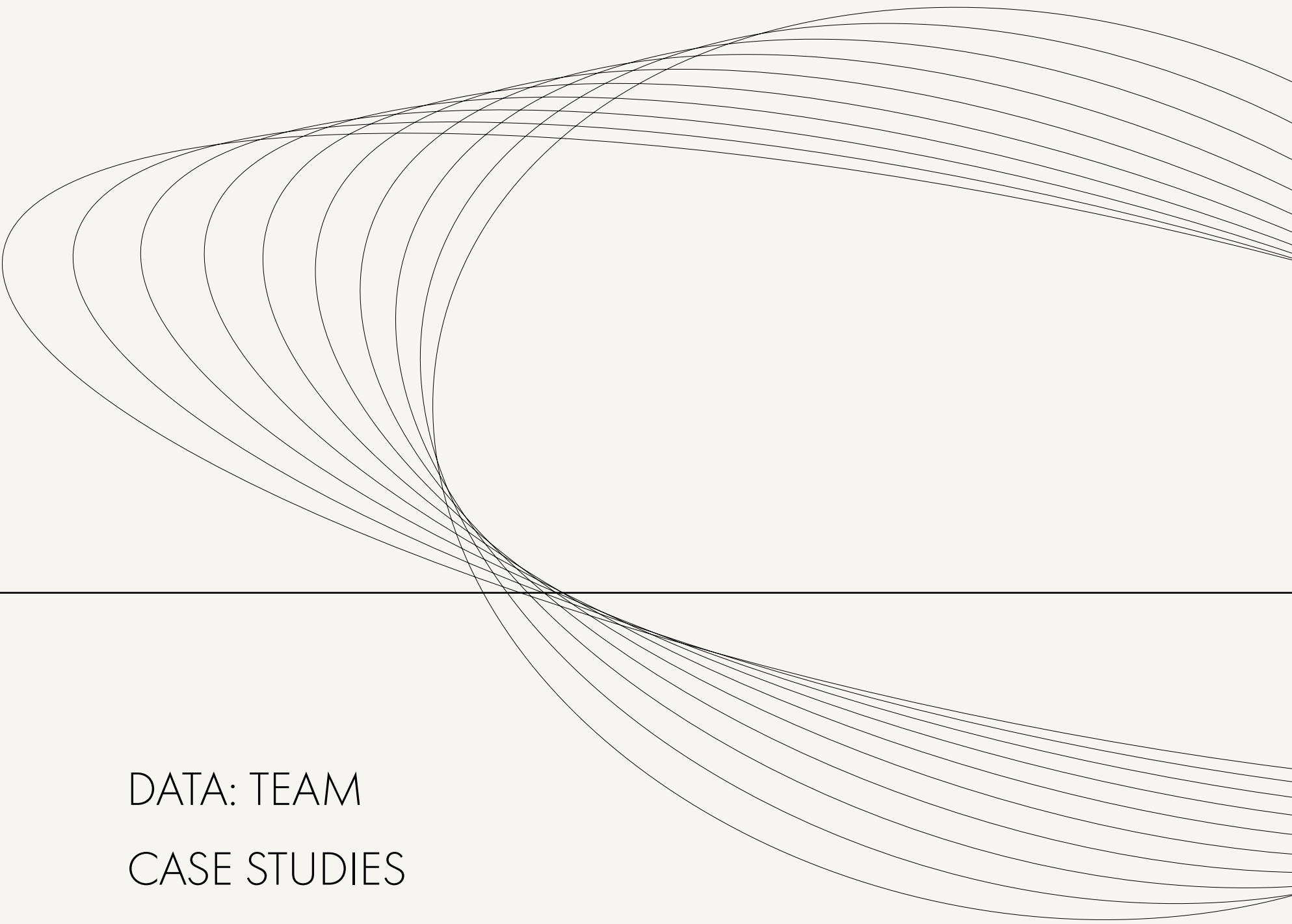


CODE THE FUTURE

2022 **IMPACT REPORT**

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WELCOME

"Now, more than ever, the world needs a new approach to tackling the digital challenges of the future. 42 Wolfsburg/Berlin is leading the way in shaping a new conversation around tech education. In doing so it is also opening hearts and minds to what it means to truly learn and collaborate. With our first ever Impact Report we celebrate our exceptional students, our trailblazing partners, and our incredible teams who are making it all happen."

Andrea Morgan-Schönwetter and Ralph Linde,
Presidents of 42 Wolfsburg/Berlin e.V.



INTRODUCTION

42 Wolfsburg/Berlin e.V. is a non-profit organisation running two tuition-free coding academies - one in Wolfsburg and one in Berlin. We educate students up to Master's equivalent level and are open to beginners and advanced coders alike. Following the methodology of the 42 Network, we take teachers out of the equation and ensure our students thrive by the means of peer learning. Students are required to collaborate with others and learn the soft and hard skills needed to shape the tech world of the future.

KEY FACTS

- 01_____42 is 100% free for our students and always will be
- 02_____Our learners receive a comprehensive coding education up to Master's equivalent level. The education starts with the programming language C
- 03_____We are 100% funded by corporate donations. Our donors include Volkswagen, CARIAD, Bayer, SAP, Microsoft, T-Systems, Capgemini, Bosch, Audi, VMWare, CGI and Porsche
- 04_____Our only requirements are that students are over 18 years old and have the motivation to learn and become part of our community
- 05_____42 is beginner friendly while also providing advanced coders with the challenge they are looking for
- 06_____The schools are part of the global 42 Network of more than 47 programming schools in 26 countries with over 18,000 students
- 07_____42 Wolfsburg opened in 2021 and 42 Berlin in 2022
- 08_____Both schools will offer capacity for 600 students; 1,200 in total

VISION

Building the most accessible and diverse peer-learning community so our happy software engineers bring positive impact and code a sustainable future.

WHAT WE DO

The United Nations Sustainable Development Group defines Theory of Change as “a method that explains how a given intervention, or set of interventions, is expected to lead to specific development change, drawing on a causal analysis based on available evidence.”

We have chosen this framework to visualise the social impact we deliver for our core beneficiaries, and how our activities collectively contribute to long-term sustainable change. We are still at the beginning of our journey so this year’s report looks at the anticipated impact of our activities. Future reports will seek to back this framework up with data.

OUR THEORY OF CHANGE

The Sustainable Development Goals & Symbols



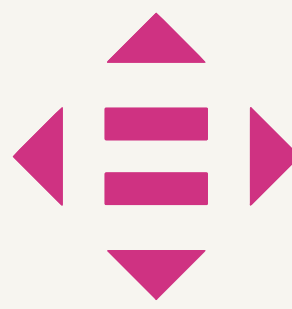
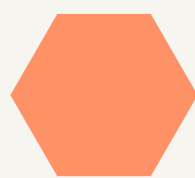
04 _____ QUALITY
EDUCATION



05 _____ GENDER
EQUALITY



08 _____ DECENT
WORK & ECONOMIC
GROWTH



10 _____ REDUCED
INEQUALITIES



Tech skills shortage

The education system does
not work for everyone

Not enough diversity in tech

Problems

Anyone looking for
higher education (school
graduates, students, etc.)

Career switchers or
unemployed individuals

Underrepresented groups in
tech and people with non-
traditional learning styles

Beneficiaries

Project based, gamified software engineering curriculum that matches market needs



Peer learning methodology for agile, life long learning



Community values that create a safe space to thrive



Attractive, accessible campus with cutting edge staff and resources



Tuition free



Skills based selection process



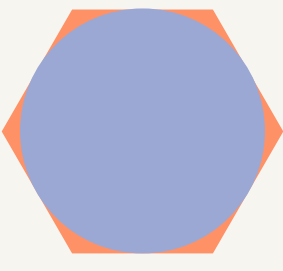
Access to employers, networks, internships and mentoring



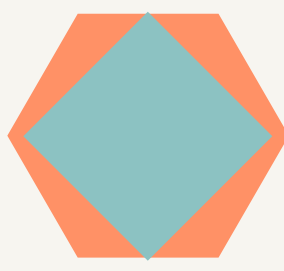
Grants for cost of living, support with visas (Wolfsburg only)



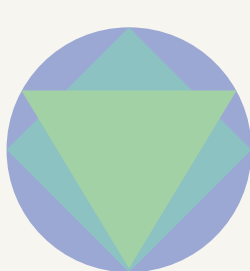
Our activities as they relate to the Sustainable Development Goals



Tech skills for
the industry
facilitate
growth &
innovation



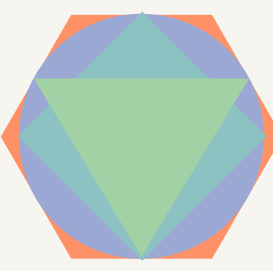
Alumni have
rewarding
careers in tech.
They are well
compensated
& lead fulfilled,
self-directed
lives



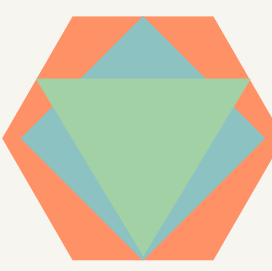
“Anyone can
code” replaces
the stereotype
of “white
male nerd”



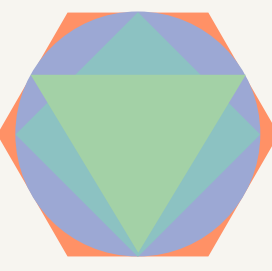
Employers
embrace skills-
based hiring



Peer learning &
progressive
educational
models
become a
strong pillar of
our society



42 acts as a
catalyst for
diversifying
tech & social
mobility:
Successful role
models inspire
younger learn-
ers to aspire to
tech careers,
resulting in a
positive cycle



Diversity as
driver for
innovation and
improved
products &
software

Outcomes & Impact

By providing a state of the art, gamified software engineering curriculum and implementing peer-learning methods, we attract a wide talent pool that is geared towards careers in tech. We equip our talent with the skills required to have fulfilling careers and deliver desperately needed know-how to the industry.

Our community values drive how we select talent, design our campuses and feed back into the tech world. This helps employers find and hire a workforce that is increasingly reflective of our society and in turn facilitates innovation and growth. One of our long term goals is to dismantle the stereotype of the straight white male coder but instead to foster a diverse range of role models who inspire future generations of software engineers.

DATA

WOLFSBURG 2022¹

76%

of our Pisciners²
are male

762

Pisciners attended
five Piscines² in total
(aged between 18
and 58)

13

Core
finishers
(graduates)

43

Students
received
a scholarship³

1,500

Visa & relocation
support consultations⁴

1%

of our Pisciners²
identify as neither
male nor female

23%

of our Pisciners²
are female

1. 42 Wolfsburg launched in 2021

2. Piscines are four intense (self-) selection weeks on campus - a deep dive into the coding language C and peer learning. At the end of each Piscine, successful Pisciners are offered a place to study

3. Scholarships are grants to cover students' cost of living. They are awarded on a need basis and do not need to be repaid (42 Wolfsburg only)

4. Our visa & relocation office offers free of charge support to candidates, Pisciners or students who need to relocate or go through visa-application processes in order to enrol (42 Wolfsburg only)

DATA

WOLFSBURG 2022

269

Students were selected (aged between 18 and 48)

202

Students newly enrolled at our school* (aged between 18 and 54)

320

Total students enrolled at our school (aged between 18 and 54)

*Successful Pisciners can pick any upcoming enrollment date. Not all 2022 Pisciners started their studies in 2022.

Of our newly enrolled students....

34%

were born in Germany

22%

were born in Europe, outside of Germany

18%

were born in Africa

17%

were born in Asia

8%

were born in North and South America

1%

of our enrolled students identify as neither male nor female

22%

of our enrolled students are female

77%

of our enrolled students are male

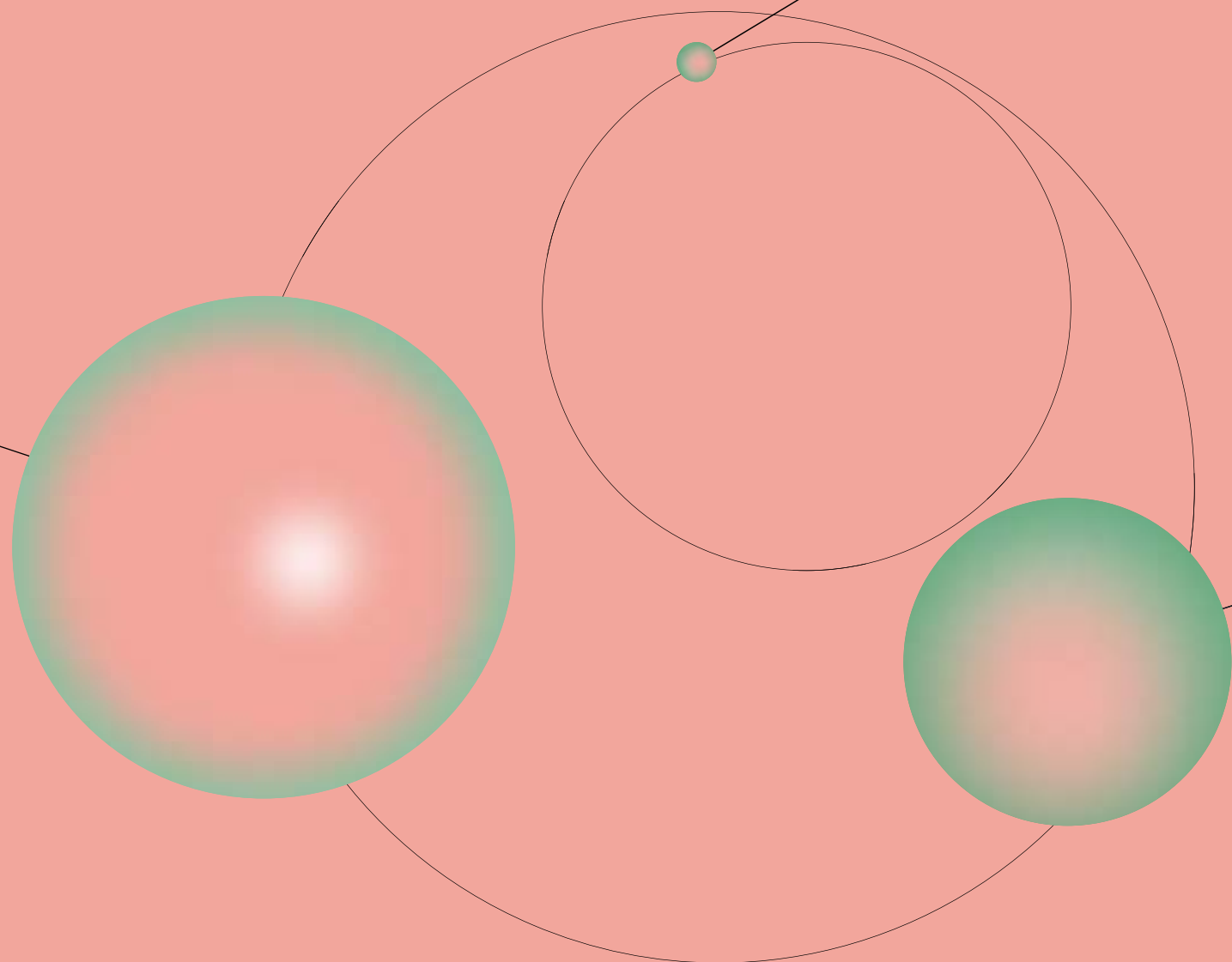
10 ——— 26

DATA

BERLIN 2022¹

69%

of our Pisciners²
are male



1%

of our Pisciners²
identify as neither
male nor female

30%

of our Pisciners²
are female

384

Pisciners attended
three Piscines² in total
(aged between 18
and 52)

1. 42 Berlin launched in 2022

2. Piscines are four intense (self-) selection weeks on campus - a deep dive into the coding language C and peer learning. At the end of each Piscine, successful candidates are offered a place to study

DATA

BERLIN 2022

74%

of our enrolled students are male

183

Students were selected (aged between 19 and 47).

164

Students were enrolled at our school (aged between 19 and 47).

1%

of our enrolled students identify as neither male nor female

25%

of our enrolled students are female

Of our enrolled students....

38%

were born in Germany

27%

were born in Europe, outside of Germany

7%

were born in Africa

21%

were born in Asia

7%

were born in North and South America

DATA

THE PISCINE

95.4% *

said they would **highly recommend the Piscine to a friend**, colleague or family member who is interested in software engineering.

* of 456 survey participants

“Love **the community and values**” at 42 Wolfsburg.

42 Berlin’s Piscine “was a great experience and definitely an education - not only in coding (which was great) but it taught me so much about myself, and **how I can learn from, interact with and participate more effectively with others.**”

“42 Wolfsburg has had a lot of impact especially in my social life. I used to be the quiet introvert but with the P2P learning and evaluations, it brought me out of my shell and to always speak up when I have challenges and I’m grateful for that.”

42 Berlin’s Piscine was “intense, fun, addictive in a healthy way and a unique learning experience.”

“Discovering your own limits and learning how to surpass them with the help of your peers” at 42 Berlin’s Piscine

“I was pushed beyond what I thought I was capable of” at 42 Berlin’s Piscine.

42 Wolfsburg’s Piscine helped me see that “if you want to learn about something, just start doing it. No amount of preparation removes that feeling of confusion and helplessness while looking at an unfamiliar task. The sooner one starts with a task, though, the sooner one gains insight into the actual demands of it, how to divide it into manageable pieces that can be understood and therefore also can be solved.”



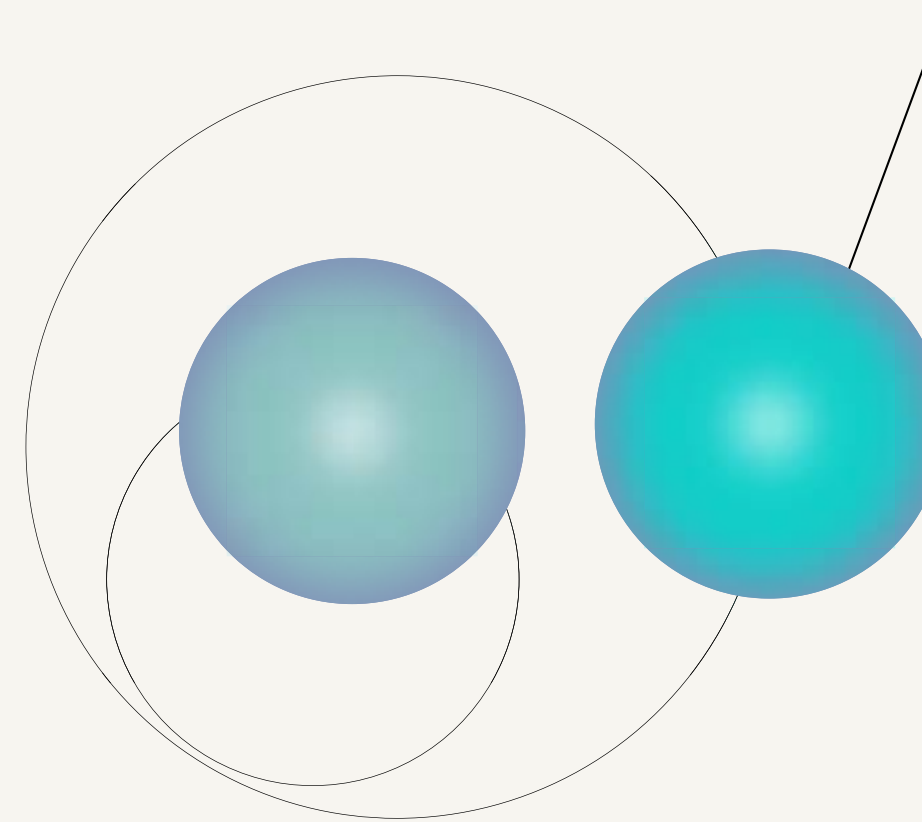
DATA

OUR TEAM

Our association offers a variety of employment opportunities, ranging from entry level roles for enthusiastic junior professionals or career switchers to management positions for senior staff. The dedication of our Wolfsburg and Berlin teams shapes the schools and creates the best possible learning environment for our students. The aim for us as an employer is to create sustainable, engaging and fairly compensated careers that give all team members the opportunity to bring in their expertise, take ownership and grow with each new challenge.

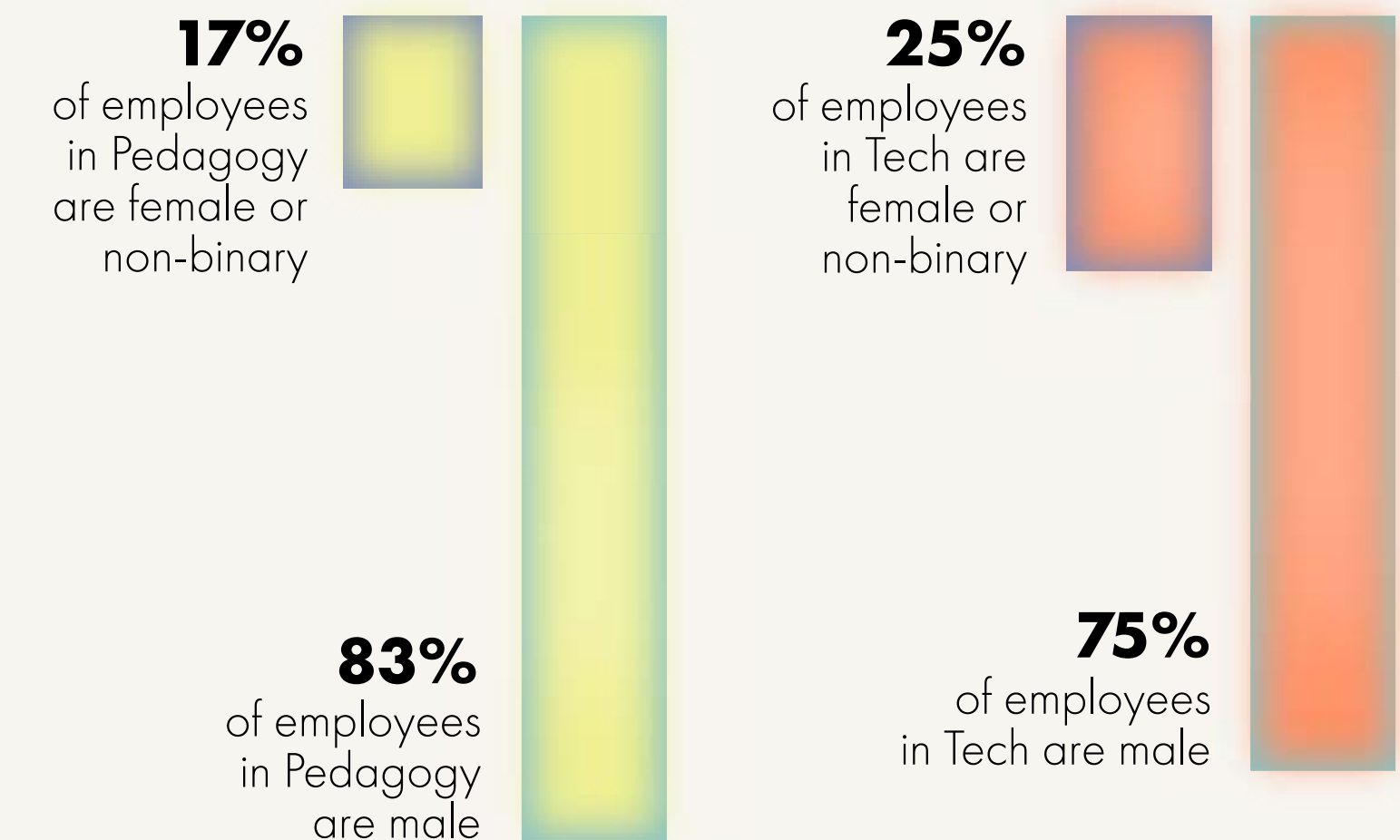
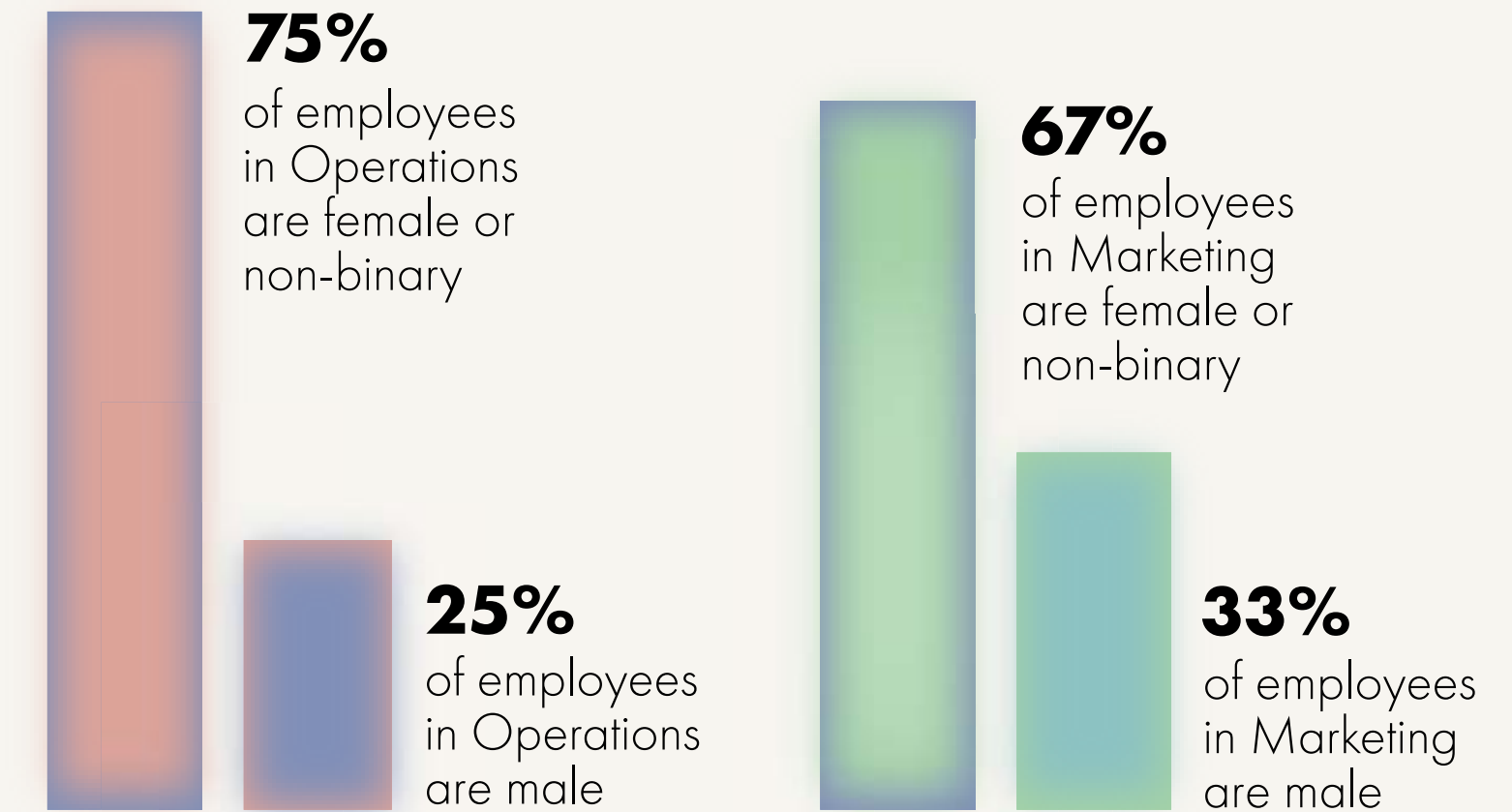
OUR GENDER PAY GAP

2.3%
in favour of male employees



GENDER BY DEPARTMENT

Number of people: 30
This includes 12 members of staff with permanent contracts and 18 with fixed-term contracts. 47% are female and non-binary . 9 Leads, 4 of which are female and non-binary. Age range: 22-45



DATA

OUR TEAM

Our staff represents the community we serve: our employees are European, African, Asian, American, parents, dog-owners, queer, straight, neurodiverse, some have differing belief systems and customs, 100% are awesome.





CASE STUDIES



NADIIA

#HOW DID YOU END UP AT 42 BERLIN? I arrived in Germany on the 11th of March. I had to think quickly because of the war in my home country, Ukraine. I had to make reasonable decisions fast and those would define my life for the next few years. First my mom and I stayed at a friend's place in a small village in South Germany. However we felt that a small town was not the right place to give me opportunities for self development, finding friends and a good job later. Then I remembered the 42 network as I studied at one of those back in Ukraine in 2018. After a quick online search I knew that 42 Berlin was about to open. It was decided - we were moving to Berlin. The next day we packed our belongings and took the first train.

#HOW FAR ARE YOU WITH THE CURRICULUM? Currently I'm at the finish line of the first project of the third circle - Minishell - and am planning to start with Philosophers soon. So I guess I'm pretty far. Even though I feel like I could still do better.

#HAS 42 ADDED VALUE TO YOUR LIFE AND IF YES HOW? I knew that 42 Berlin would be perfect for me as a starting point in a new culture and environment. My mom went back to Ukraine and I'm here, doing my best to find my place in this completely new world. But I'm sure I'm on the right path, because I'm doing what I enjoy. The atmosphere here is super cosy. Students are friendly, staff is super nice too. I'm so grateful for being a part of this community.

CASE STUDIES



GRAHAM

#HOW DID YOU END UP AT 42 BERLIN? I was doing some trial work in the canteen across from the school, saw the posters and got curious. I've been interested in programming since I was young but I always felt like a hobbyist. The piscine showed me a more technically rigorous but also more social side to programming, which seemed like a better reflection of the modern workplace.

#HOW FAR ARE YOU WITH THE CURRICULUM? I'm entering the second 'ring' of projects and have just started one on wireframe graphics. After the initial projects, the feeling is a bit like crawling out of the evolutionary swamp and arriving on land! There's always a certain degree of head-bashing, rabbit-holes and wrong turns, but I feel like I'm developing an intuition as to where to dive deep and when to draw more on the expertise of the people around me.

#HAS 42 ADDED VALUE TO YOUR LIFE AND IF YES HOW? After a long time focusing on my role as a parent, it has been great to reconnect with something I'm passionate about and feel part of a community who love to learn as much as I do. It was especially important to me to be in an environment that values neurodiversity and actually lives these values. I also feel like the peer-to-peer learning concept extends into how the school is run. For example, I don't feel there's a big gap between students and staff, we all try to help each other and contribute to improving the school. A great bonus has been being able to get involved in building up the Fabrication Lab, which has now turned into a part-time position alongside my studies.

CASE STUDIES



TATIANA

#HOW DID YOU END UP AT 42 WOLFSBURG? I've always been interested in technology, especially after meeting some IT students during my time in Poland. After attending several front-end workshops, I came across advertisements for 42 on Facebook and was intrigued by their unique learning approach. Impressed by what I saw, I decided to enroll and embark on this new educational path.

#HOW FAR ARE YOU WITH THE CURRICULUM? I am currently progressing through the core curriculum and have reached Rank 02, where I am working on projects such as `so_long`, `pipex`, and `push_swap`.

#HAS 42 ADDED VALUE TO YOUR LIFE AND IF YES HOW? So far 42 has added immense value to my life, providing me with a challenging and rewarding educational experience that has enhanced my technical skills and problem-solving abilities. Beyond this, it has also exposed me to diverse social skills. Working on projects with other students has taught me, so far, how to collaborate effectively, how to give and receive feedback, and how to work in a team towards a common goal. Additionally, being part of the 42 community has exposed me to a diverse group of people with different backgrounds and perspectives, which has been incredibly enriching. All in all, 42 has helped me grow not just as a programmer, but also as a person.

CASE STUDIES



RUSLAN

#HOW DID YOU END UP AT 42 WOLFSBURG? During the pandemic, approximately two years ago, I stumbled upon a talk between two influencers from my country discussing the possibility of implementing the teaching strategy of 42 Paris and the possibility of opening a branch. Intrigued by the unique learning approach, I began to research more about the school. After relocating to Germany, I came across information about 42 branches that exist in the country. This piqued my interest even more and I decided to apply for the nearest Piscine.

#HOW FAR ARE YOU WITH THE CURRICULUM? Currently I am working on the last project in the core curriculum, i.e. ft_transcendence. Additionally, I need to pass the last exam, i.e exam06.

#HAS 42 ADDED VALUE TO YOUR LIFE AND IF YES HOW? Firstly, 42 has provided me with a unique and innovative approach to learning and problem-solving. The school's peer-to-peer learning model, gamified curriculum, and emphasis on collaborative work have helped me develop not only technical skills but also soft skills like communication, teamwork, and adaptability. Secondly, 42 has given me access to a diverse and inclusive community of learners from all over the world. Interacting with people from different cultures and backgrounds has broadened my perspective and enriched my learning experience. Thirdly, the challenges and obstacles I faced during my time at 42 have taught me resilience, persistence, and the importance of failure as a learning opportunity. These skills have been invaluable in my personal and professional life beyond school.

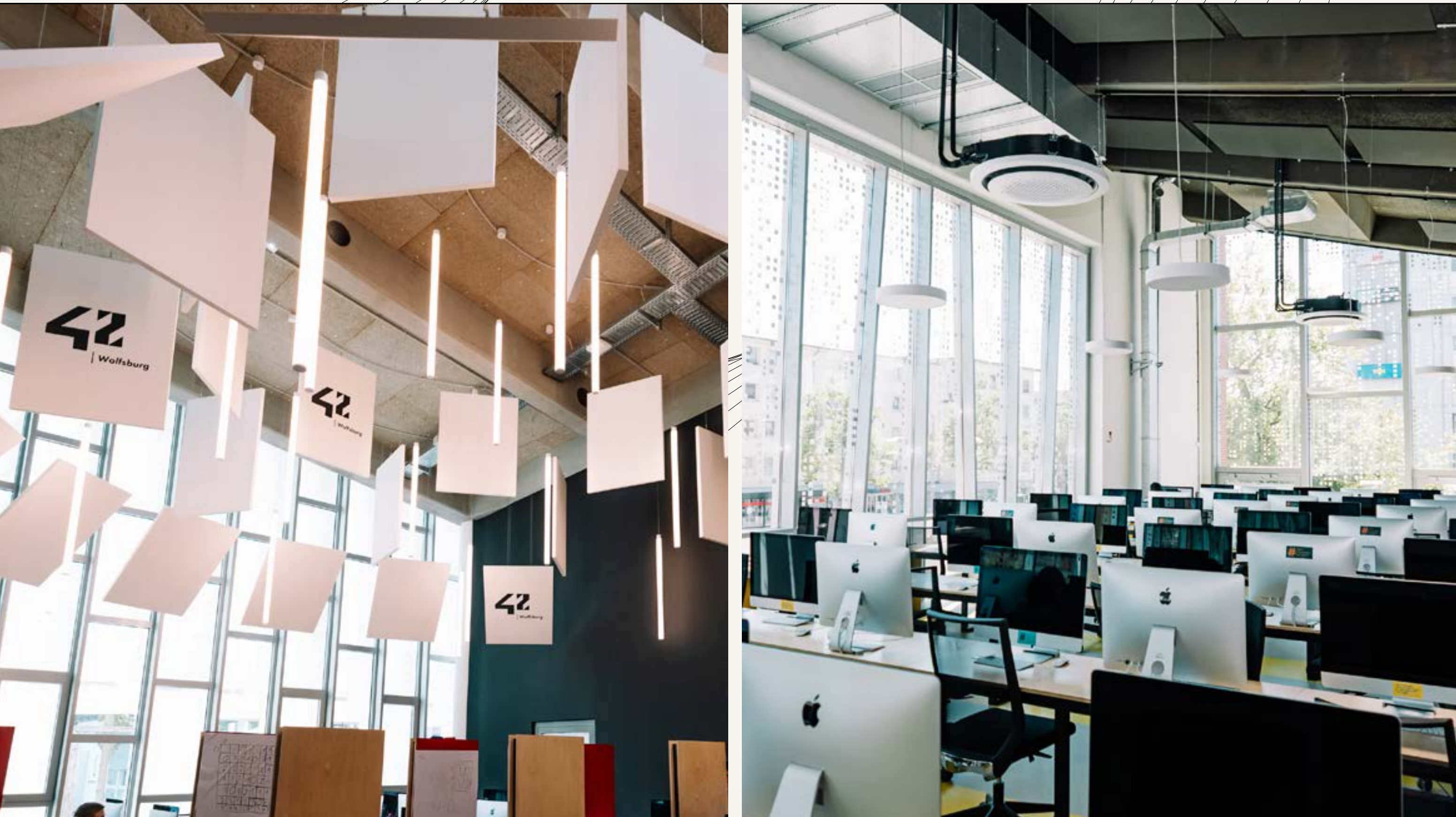
THE CAMPUSES

WOLFSBURG



THE CAMPUSES

WOLFSBURG



- The Markthalle, a former Hertie department store, was turned into a learning spaceship with 200 workstations. The Markthalle is home to not only 42 Wolfsburg, but also to Schiller 40, a co-working space run by the city of Wolfsburg. Its location at the north end of Porschestraße, Wolfsburg's high street, makes it ideal for cooperation and networking.
- Besides working on their code, students can tinker in our FabLab, host events, organise movie nights or simply hang out in the social spaces.
- The central location makes it easy for students to walk or bike to school. Cooperations with local housing companies allow students to live close to campus at affordable prices.

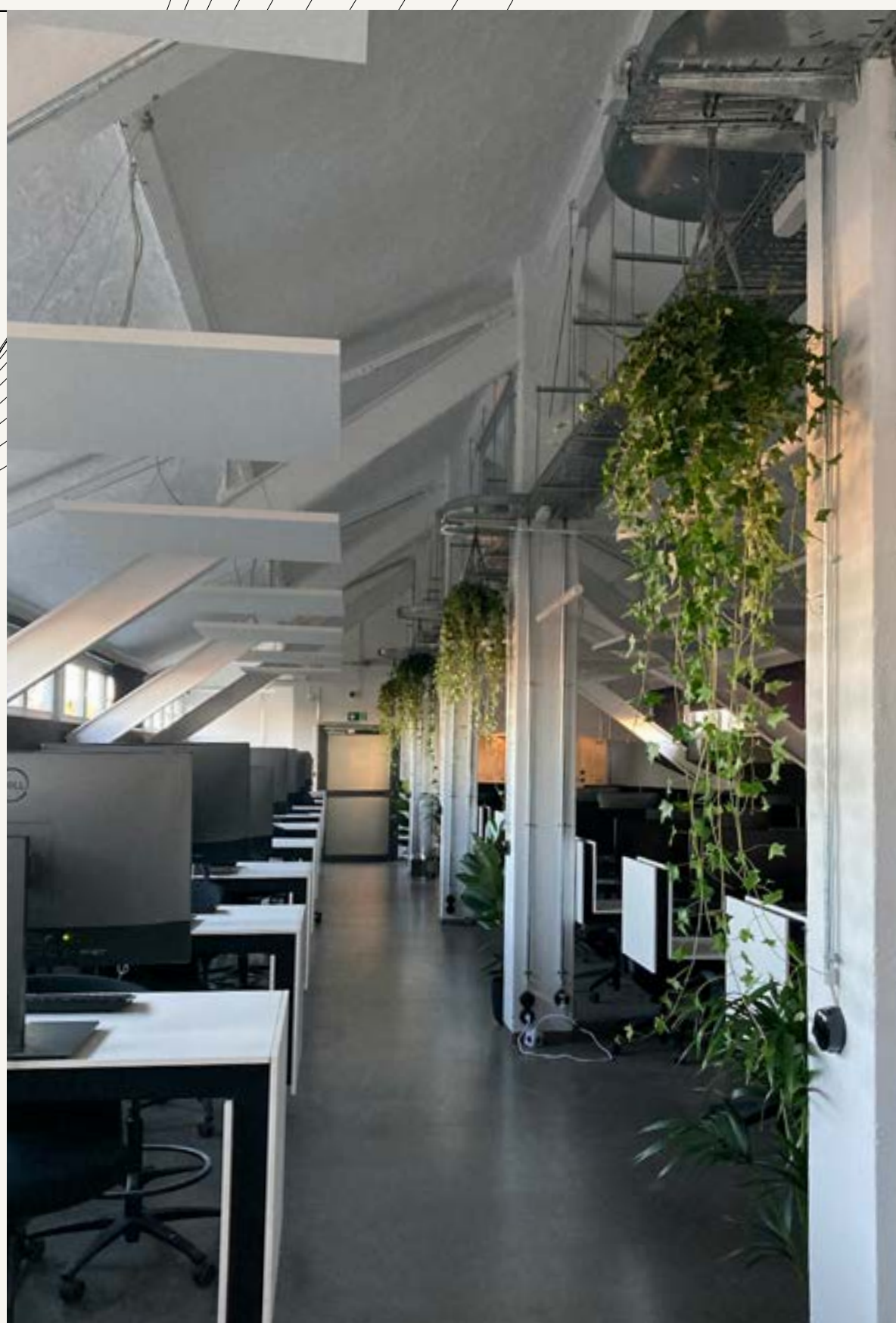
THE CAMPUSES

BERLIN



THE CAMPUSES

BERLIN



- Historical film factory in the heart of Neukölln turned into high-tech campus with 240 workstations
- Features for students include a cafe, an auditorium, a nap room, a yoga/prayer room, a garden with hammocks, a shower, a library, a music and gaming room, a baby friendly room and a campus dog
- Our FabLab can be used for 3D printing, laser cutting, welding, woodwork or any other creative craft
- We recently completed our campus refurbishment and are hoping to grow and extend our campus further in the years to come. We want to add 100 additional workstations by the end of 2023

OUR PARTNERS



Our ecosystem is one of our key strengths. We are proud to collaborate with a diverse set of industry partners to bring our mission to life. It is their commitment to software education that makes the impact presented in this report a reality.

We look forward to continuing to work with you in the future!

OUTLOOK

We hope you enjoyed reading our first ever Impact Report. Both our schools are still in their start-up phase and we cannot wait to see what we will achieve together with our partners and communities over the years to come.

In this initial report we focussed on the essentials to set the baseline for our future reporting. There are many areas in which we would like to grow, structure and build on our data collection in future: starting from next year we would like to look at how our performance changes over time. We would also like to increasingly focus on the diversity in our community, our ecological sustainability, including our supply chains, our financials and last but not least our governance. We hope you will join us along the way.





**THANK YOU TO ALL THOSE
WHO CONTRIBUTED** TO THE
SUCCESS OF OUR SCHOOLS
AND THE PRODUCTION OF
OUR IMPACT REPORT.

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