


 WOLFSBURG/
BERLIN e.V.
2023
IMPACT
REPORT

CODE:

EQUITY



EXCELLENCE



GROWTH



MISSION

TRAINING THE NEXT GENERATION OF
SOFTWARE ENGINEERS THROUGH PEER
LEARNING

VISION

THE HUB FOR TECH-FIRST
EDUCATION AND
INNOVATION

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WELCOME & PURPOSE

2023 was a year of significant transformation - particularly in the technological landscape, where Artificial Intelligence is beginning to have a visible impact on many aspects of our daily lives. In light of this, the work of 42 Wolfsburg / Berlin e.V. is more relevant than ever.

The first batch of 42 Wolfsburg & 42 Berlin software graduates have entered the tech workforce, driving innovation in the IT sector. Many more will follow! Our mission: to train the next generation of software engineers

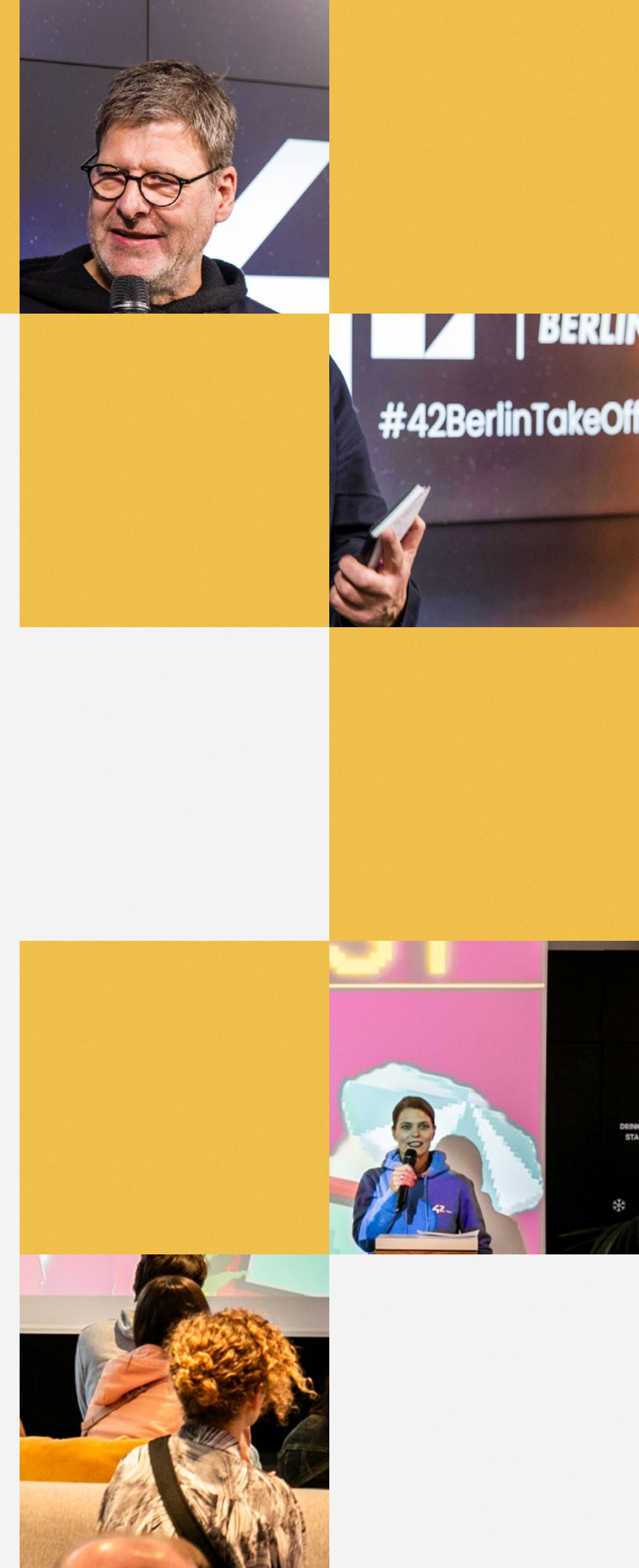
through peer learning. How do we do it? By bringing together people from all backgrounds and equipping them with the critical thinking skills to keep up with technological innovation and use it to shape our society and our planet - sustainably, inclusively and with an eye to the future.

Education and innovation ultimately set the foundation on which a free and democratic society can thrive. 42 Wolfsburg/ Berlin e.V. hopes to contribute to this. In this second annual Impact Report we would like to share

with you the progress of our two campuses towards this mission.

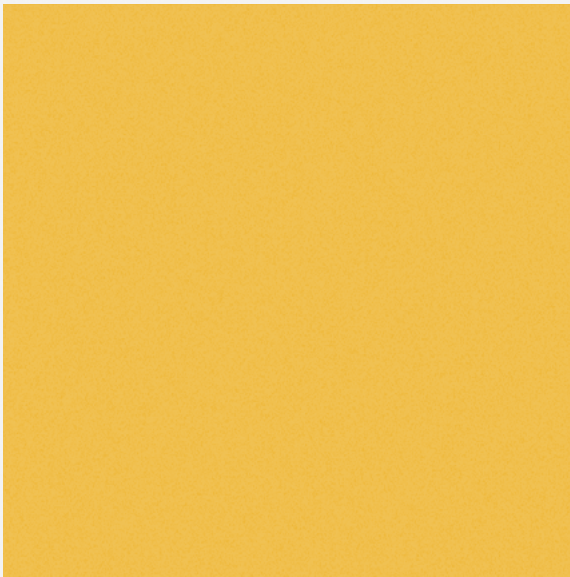
Thank you to the 42 communities, teams, partners and supporters in Wolfsburg and Berlin who have brought us closer to becoming the hub for tech-first education and innovation in 2023.

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



WHAT WE DO

THE NEED

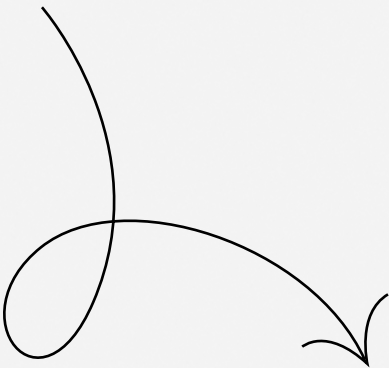
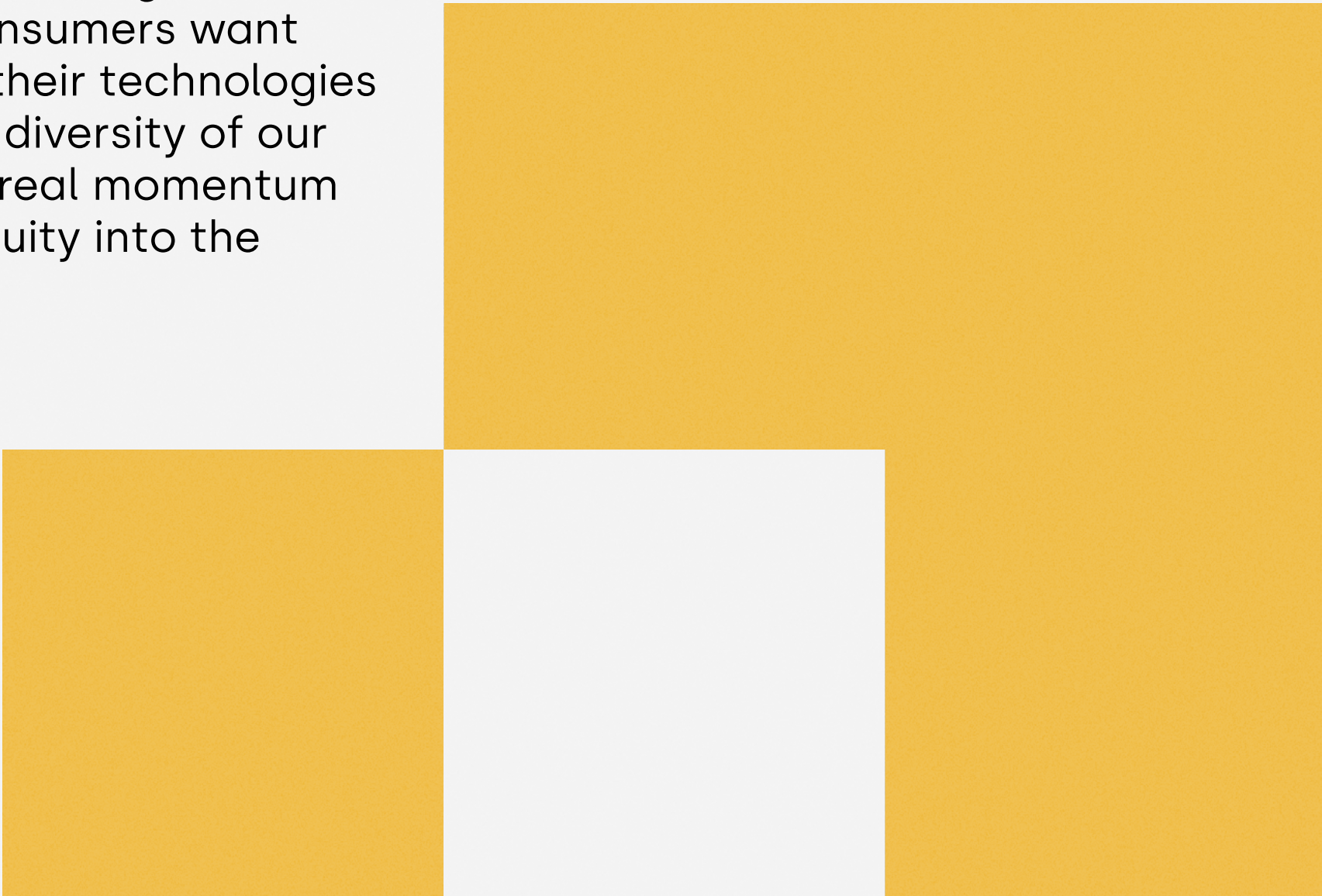


Tech talents are scarce in Germany and companies compete for the best. Bitkom figures show that **149,000 jobs remain unfilled in the German IT sector in 2023**. This is an increase of almost 9% compared to 2022. According to the study, 41% of employers think their applicants do not have sufficient soft skills, 46% say their candidates lack the skills to tackle real-world problems.

Access to the IT industry is also not equally distributed. Only 20% of students in Informatics at German Universities are female and companies report that as little as 15% of their IT workforce is female.

Employers focusing on skills, experience and cultural fit in their hiring strategies, rather than certificates or degrees, will have a competitive advantage in a tight market. Consumers want companies and their technologies to represent the diversity of our society. There is real momentum to bring more equity into the tech world.

OUR SOLUTION



By providing a state-of-the-art, gamified software engineering curriculum and implementing peer learning methods, we attract a vast talent pool. We equip our talent with the skills required for fulfilling careers and deliver desperately needed know-how to the industry.

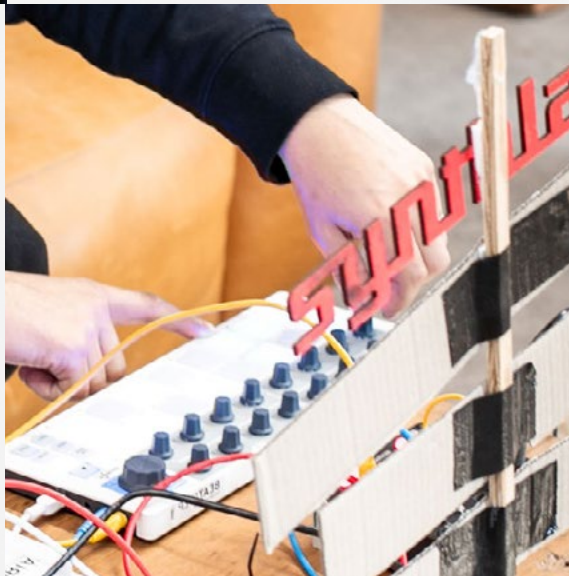
THE SUSTAINABLE
DEVELOPMENT GOALS
WE CONTRIBUTE TO

OUR
OBJECTIVES

01
WE ATTRACT
TALENTED AND
COMMITTED
STUDENTS



02
WE ENABLE
OUR STUDENTS
TO THRIVE IN
THE 42
CURRICULUM



03
WE OPEN
DOORS
IN TECH



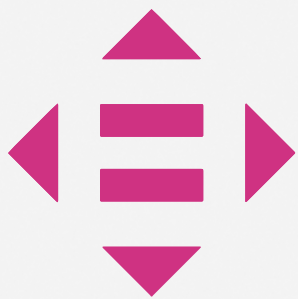
04 QUALITY
EDUCATION



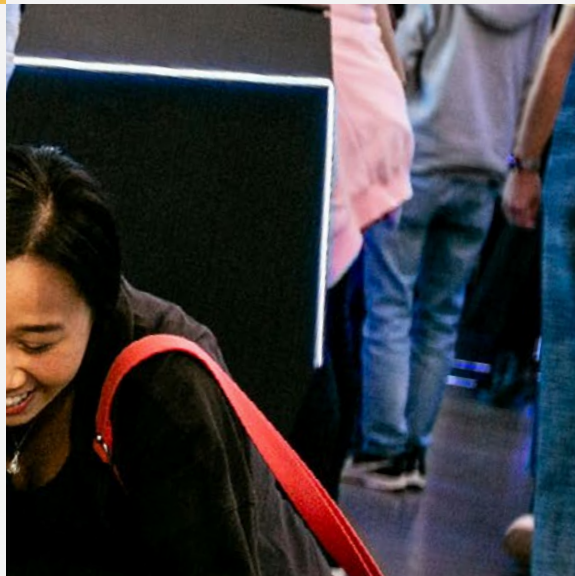
05 GENDER
EQUALITY



08 DECENT
WORK &
ECONOMIC
GROWTH

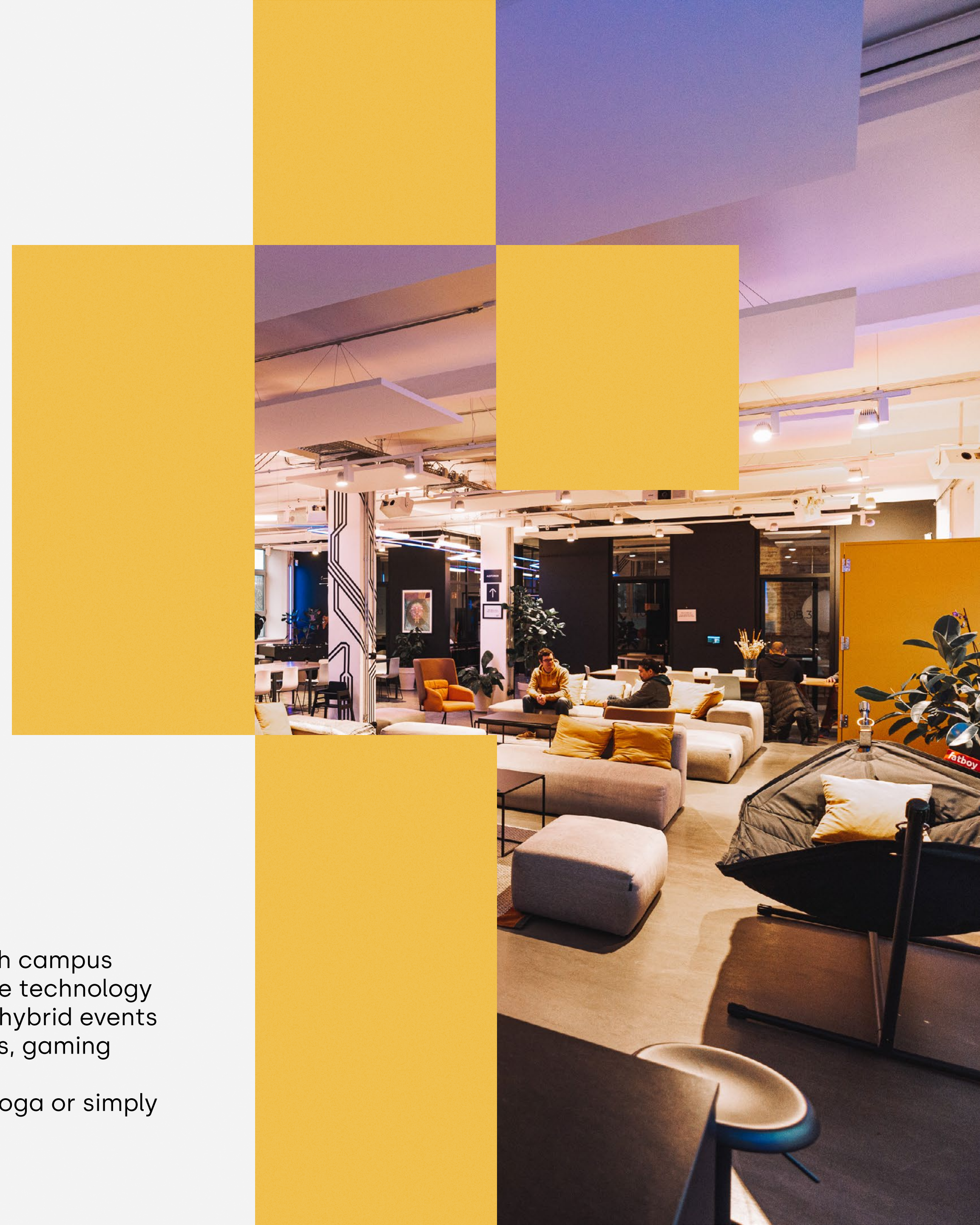


10 REDUCED
INEQUALITIES



KEY FACTS

- › We focus on impact, not profit. Our corporate partnerships enable us to offer the 42 curriculum 100% free of charge
- › 42 offers a full-time coding course. The first half of our curriculum (the Core) takes our students an average of 18 months to complete
- › Our only requirements are that students are over 18 years old, have the motivation to learn and become part of our community
- › The 42 curriculum adapts to different levels of learning, whether you're a beginner or already well versed in coding
- › The schools are part of the global 42 network of more than 50 programming schools in 31 countries with 21,000+ students currently enrolled and 37,000+ alumni students trained
- › 42 Wolfsburg opened in 2021 and 42 Berlin in 2022
- › Both schools will offer capacity for 1.200 students in total
- › Our Wolfsburg and Berlin campuses provide our students with an environment for learning, knowledge-sharing, socialising and personal growth:
 - › 200+ workstations on each campus
 - › FabLabs with cutting-edge technology
 - › Event spaces for online & hybrid events
 - › Social spaces like kitchens, gaming or music rooms
 - › Quiet spaces for prayer, yoga or simply the occasional nap





OUR VALUES

USE TECH FOR GOOD

We acknowledge our own biases and how they might affect our work. We employ our skills for a positive impact in the world.



CELEBRATE INDIVIDUAL DIFFERENCES

We commit to inclusion, equity and the non-negotiable safety and dignity of our community members. Our diversity brings strength and innovation.

PEER LEARNING FOR EXCELLENCE

We disrupt the traditional education system for software engineering by shifting the focus towards skills and employability. We uphold academic integrity with collaboration, feedback and fairness.

EMBRACE FREEDOM WITH RESPONSIBILITY

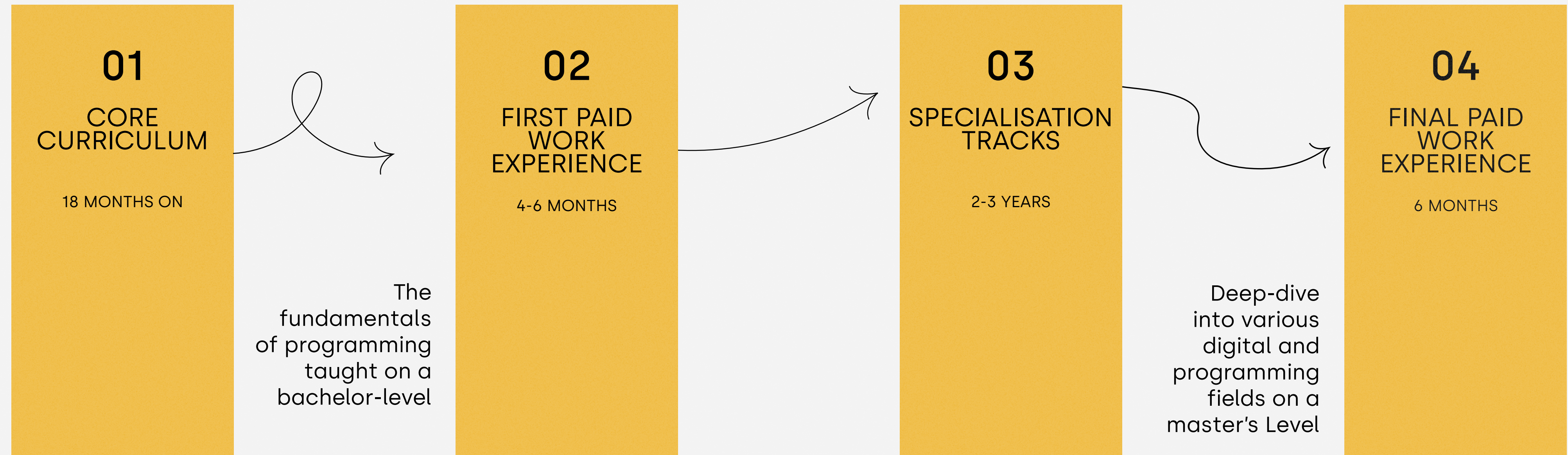
We take charge of our own learning in a culture of trust, respect and self-improvement. We care about our planet, our community, our well-being and the sustainability of our organisation.

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 straight white male coder stereotype and instead foster a diverse range of role models who inspire future generations of software engineers.

THE 42 CURRICULUM

Our curriculum offers over 100 coding projects and is frequently updated to keep pace with industry demands. The full study programme at 42 is a four-stage adventure, designed to take students through a comprehensive learning journey.



2023 MILESTONES

After launching 42 Wolfsburg in 2021 and 42 Berlin in 2022, we started implementing, consolidating, and growing our operations in 2023. We saw the first 42 Berlin cohorts delve into our curriculum and the first 42 Wolfsburg cohorts progress into the job market. We actively contribute to Germany's digital transformation by educating the most dedicated, diverse, forward-thinking software engineers.

- »

The first generation of our students has **entered the labour market**: 82* students have settled into employment in the tech industry. Many more will follow suit in 2024.
- »

For the first time, we achieved **gender parity** in our student selection process in Berlin, bringing our overall percentage of female students from 23% in 2022 to 29% in 2023 - a figure we aim to increase with each new intake.
- »

We welcomed **newcomers to our network of partner companies**: Lufthansa Industry Solutions, Bosch and ETAS.
- »

We **left the pandemic behind** us and moved all our learning to on-site.
- 2020

2021

2022

2023

2024

2025

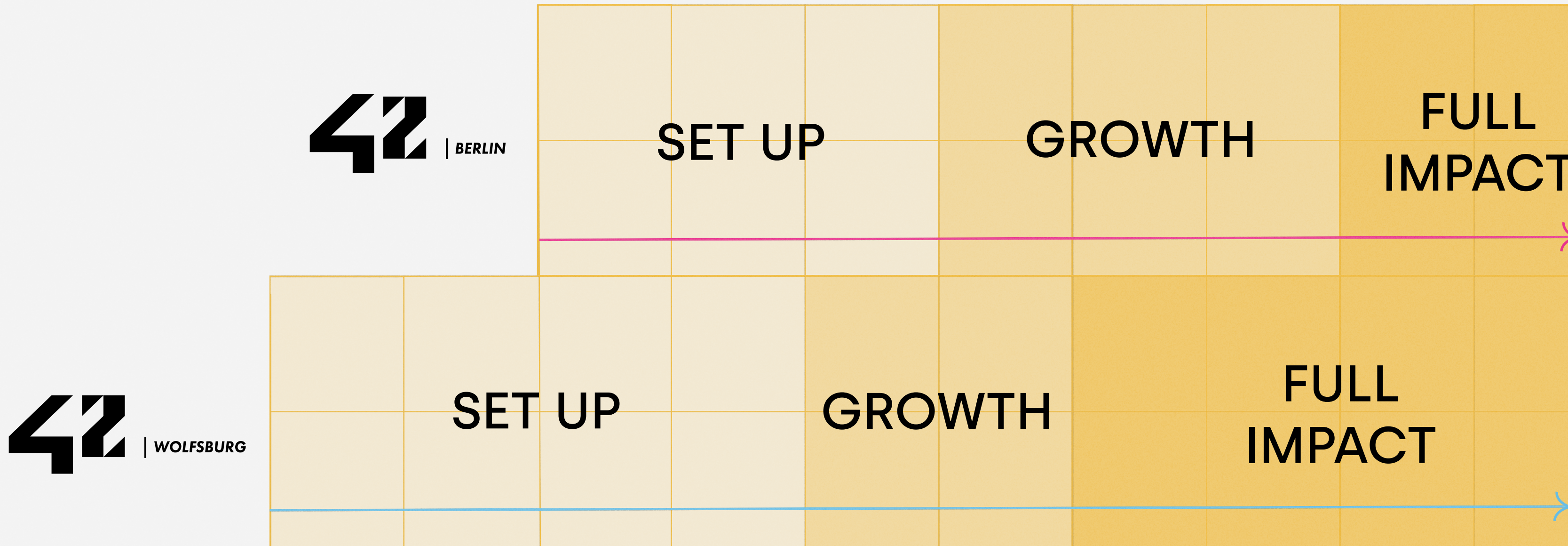
2026

2027

2028

2029

* This data has been collated based on the information we received from our students and LinkedIn. The actual figure is likely to be higher.





13 ————— 32

OUR YEAR IN NUMBERS

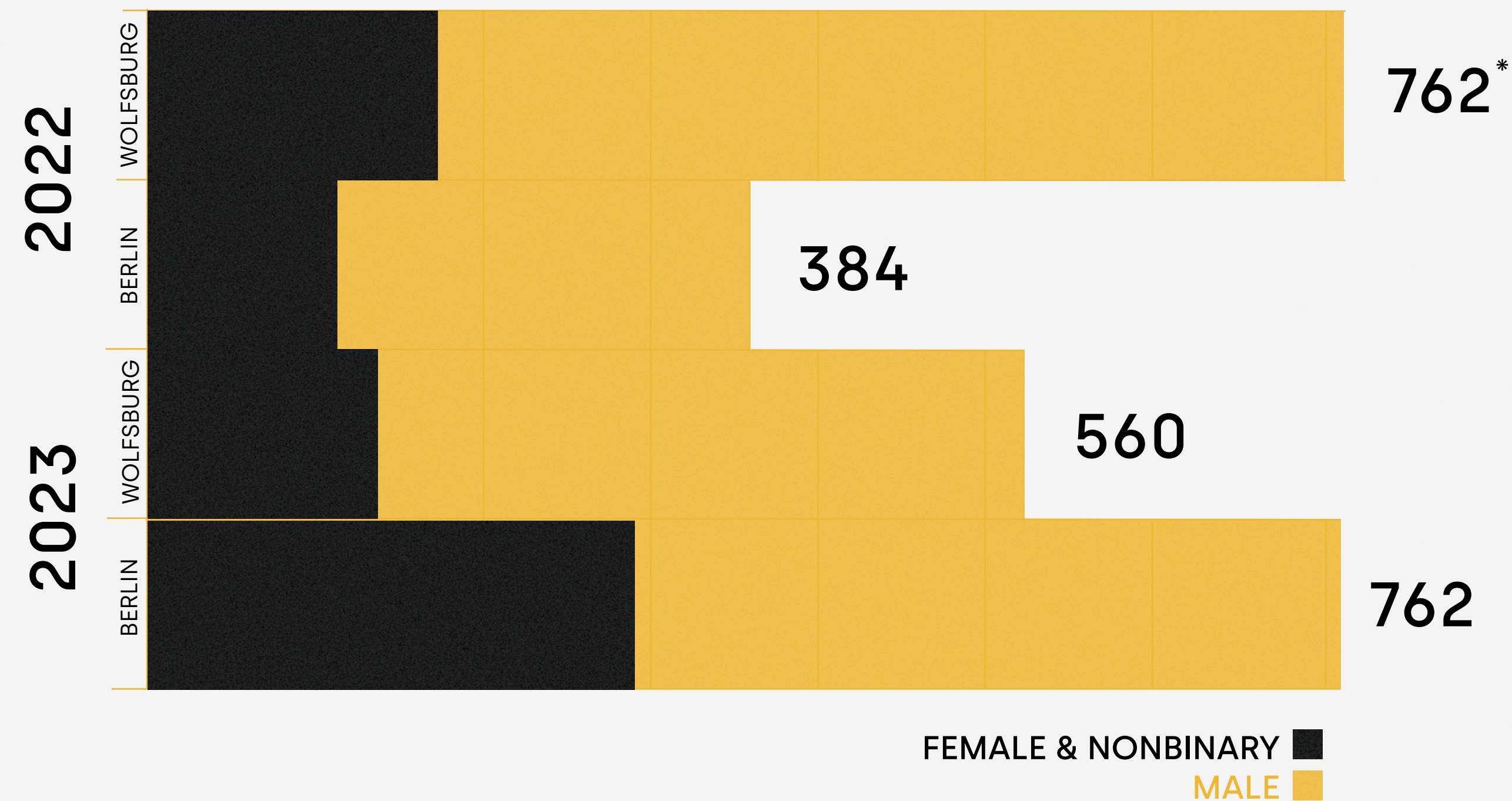
OUR PISCINERS

01
WE ATTRACT
TALENTED AND
COMMITTED
STUDENTS

OUR OBJECTIVE

3284

TOTAL PISCINERS TO DATE
INCLUDING 2021

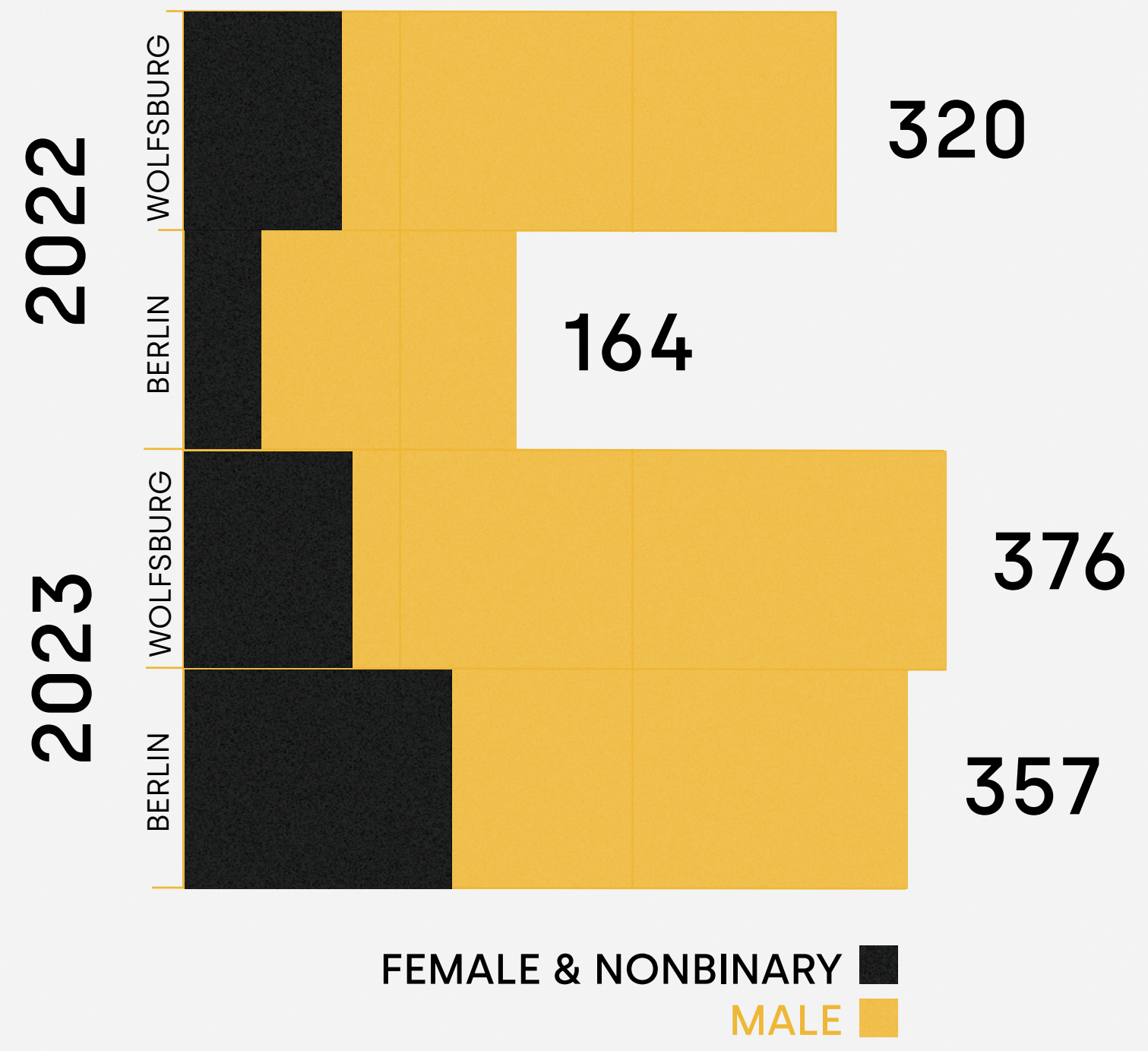


GLOSSARY:
Piscines are four intense (self-) selection weeks on campus - a deep dive into the coding language C and peer learning. At the end of each Piscine, successful Pisciners are offered a place to study.

* Piscines partly remote

14 ————— 32 OUR YEAR IN NUMBERS

OUR STUDENTS

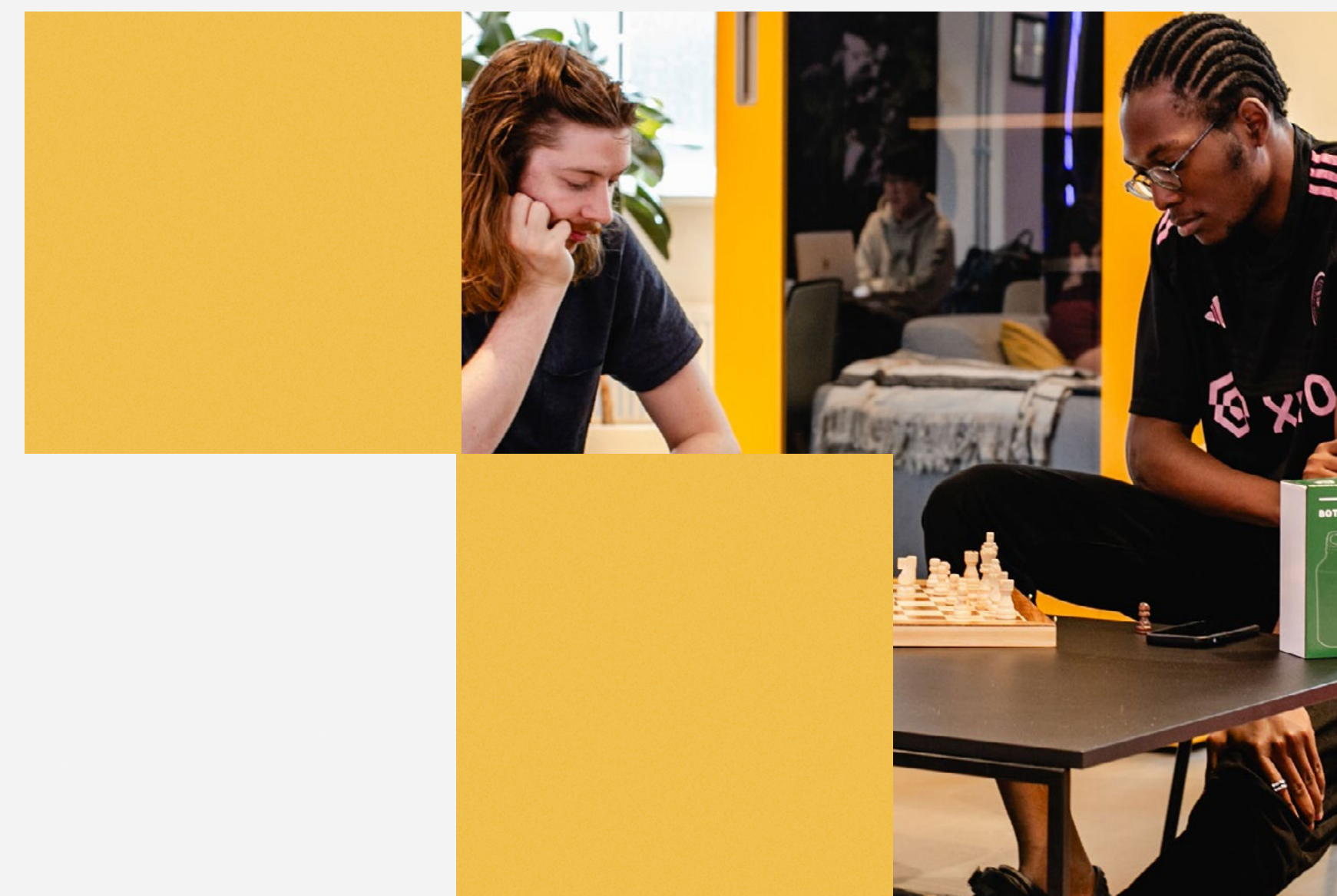


02
WE ENABLE
OUR STUDENTS
TO THRIVE IN
THE 42
CURRICULUM

OUR OBJECTIVE

29
THE AVERAGE AGE OF
OUR STUDENTS IN 2023

61.80
COUNTRIES OF ORIGIN OF OUR STUDENTS
IN 2023 AT OUR WOLFSBURG & BERLIN
CAMPUSES, RESPECTIVELY

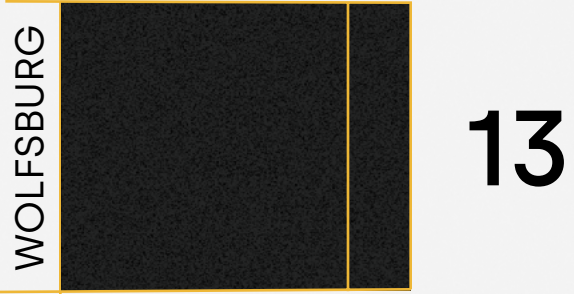


15 ————— 32

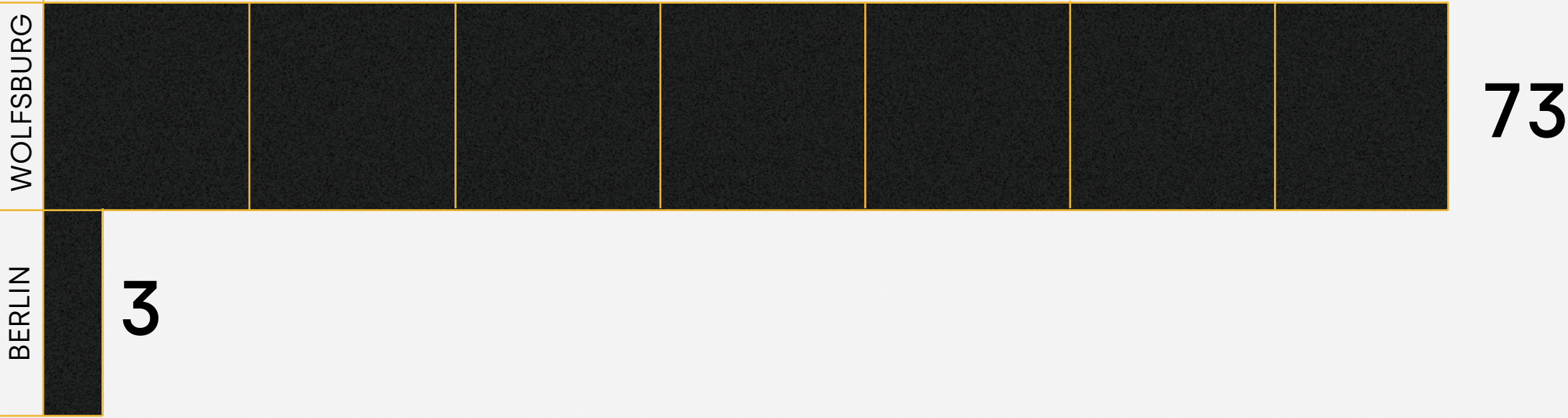
OUR YEAR IN NUMBERS

CORE GRADUATES

2022



2023



03
WE OPEN
DOORS
IN TECH

OUR OBJECTIVE

89

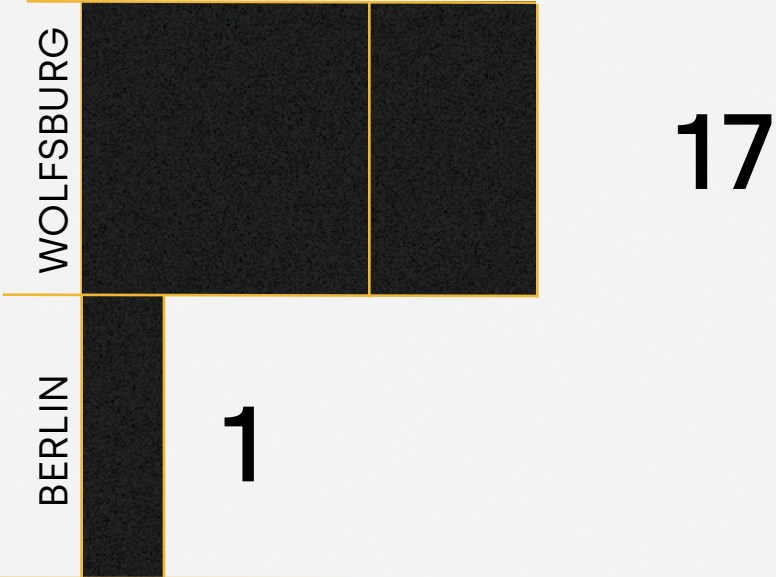
TOTAL CORE GRADUATES
TO DATE INCLUDING 2021

99*

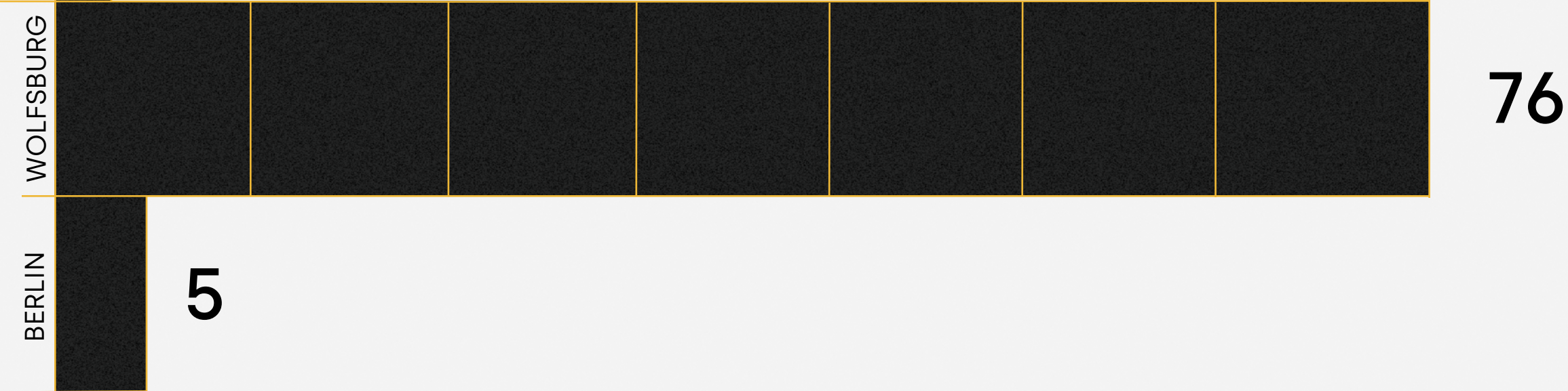
TOTAL STUDENTS EMPLOYED
IN TECH TO DATE INCLUDING 2021

EMPLOYED IN TECH

2022



2023



*of which 49 are permanent contracts



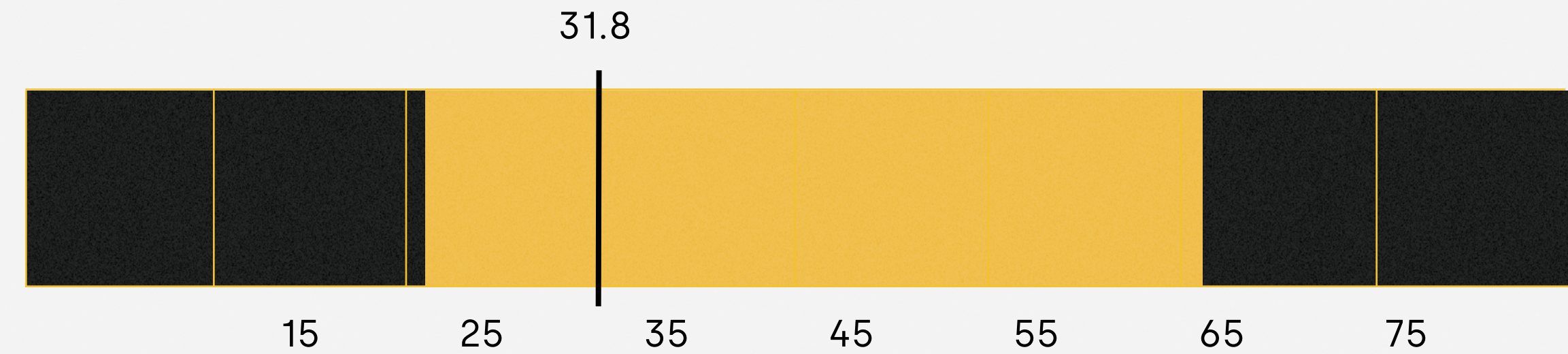
17 ————— 32

OUR YEAR IN NUMBERS

OUR EMPLOYEES

31.8

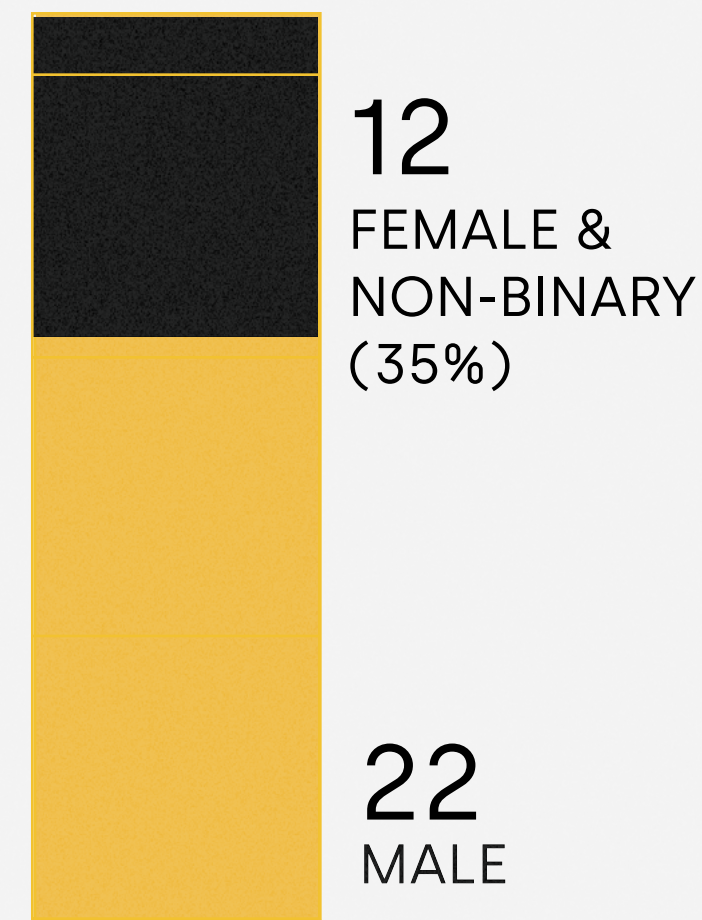
AVERAGE YEARS OF AGE*



THE EMPLOYEES' AGES RANGE BETWEEN 22 AND 65*

34

(28.5 FULL-TIME EQUIVALENTS)



12
FEMALE &
NON-BINARY
(35%)

22
MALE

*Averaged over both campuses



STUDENTS SCORE US IN 2023

"Great concept. I wish state education was like this."

"It's amazing how much you learn here and you don't even realize it. Everyday is a bit better than the day before. It's a constant step by step process."

"I'm happy to be a student at 42 Berlin. The methodology suits my learning style and it's a very stimulating environment."

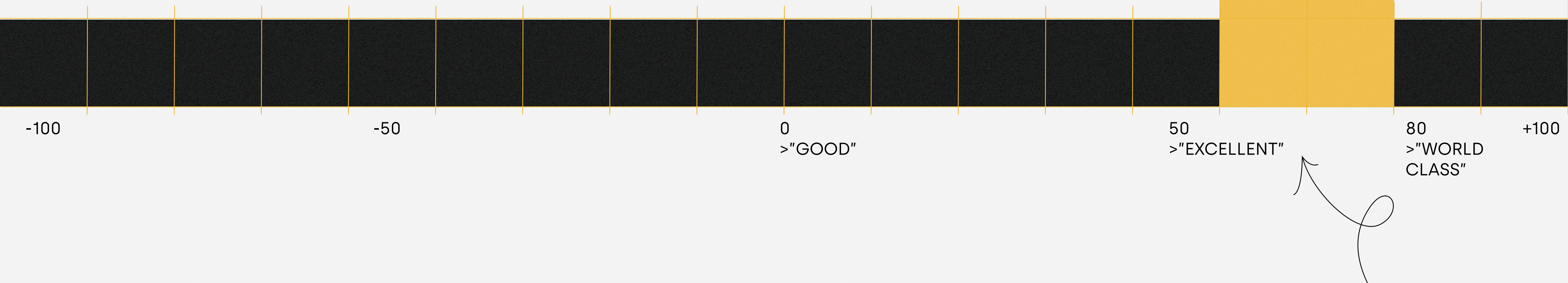
"It is impressive what a vibrant place has been created in just one year. Never experienced anything like this."

I discovered during my Piscine that I haven't found anything as interesting as code since maths in high school ;) And it's delightful to learn it in this inclusive community."

63

Our Net Promoter Score (NPS):

N=232





MEET OUR STUDENTS



"At 42 I feel like I am in a safe space where I can learn, I can be me, and I can connect with amazing and talented human beings."

LUIS
Level: 2
Berlin

OCCUPATION BEFORE 42:
Industrial engineer and process improvement consultant/mining consultant

CAREER ASPIRATIONS AFTER 42:
I would like to work as a data engineer and combine my work experience and business knowledge with the technical skills I am acquiring in 42. Maybe even start my own business

ALISE
Level: 3
Berlin

OCCUPATION BEFORE 42:
Advisor in a print company

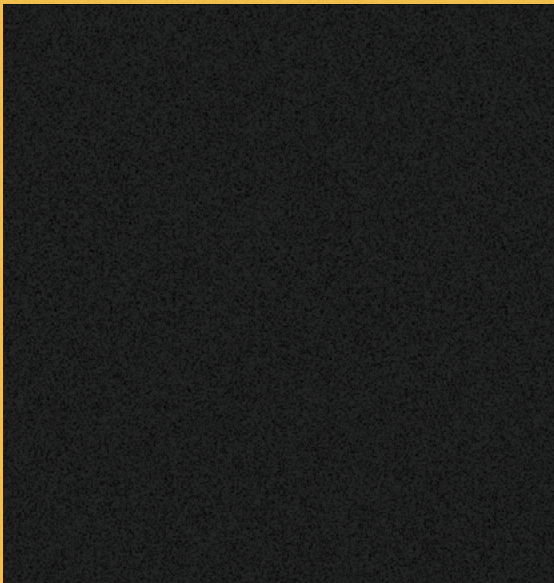
CAREER ASPIRATIONS AFTER 42:
I am keeping an open mind, but I think combining coding and my creativity could be quite beautiful.



"Learning to code from scratch has taught me not to give up easily. Facing challenges head-on, I've gained confidence in overcoming any obstacle step by step, and I'm loving this new mindset!"

GLOSSARY:

Levels refer to our gamified curriculum. For each coding project our students pass, they gain experience points they need to progress to the next level. Our students finish the core curriculum at level 9.



"42 is solving riddles
with friends - love it!"



HENRIKE
Level: 2
Berlin

OCCUPATION BEFORE 42:
Assistant Director in Theatre
and Film

CAREER ASPIRATIONS AFTER 42:
Something with code, art and
people :D



THÉO
Level: 5
Berlin

OCCUPATION BEFORE 42:
Strategic project manager at
SNCF Connect & Tech, the IT
subsidiary of the French railway

CAREER ASPIRATIONS AFTER 42:
Back-end software engineer, still
in the rail industry



AHSAN
Level: 5
Wolfsburg

OCCUPATION BEFORE 42:
Web Developer with a
Bachelor in Software
Engineering

CAREER ASPIRATIONS AFTER 42:
Automotive Software Engineer

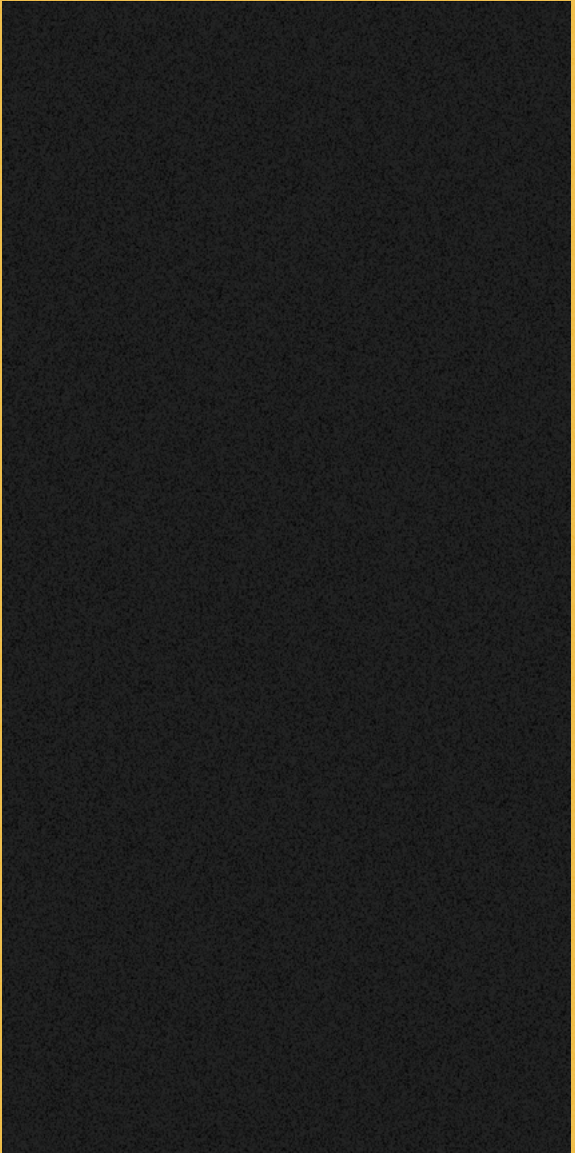
MEET OUR STUDENTS



SARAH
Level: 3
Wolfsburg

OCCUPATION BEFORE 42:
Degree in Business Administration,
Professional Experience in
Logistics, the Public Sector
and International Trade

CAREER ASPIRATIONS AFTER 42:
Combine previous experience
with newly acquired IT skills



ANITA
Level:4
Wolfsburg

OCCUPATION BEFORE 42:
Retail occupation without prior
university degree

CAREER ASPIRATIONS AFTER 42:
Exploring the field of medical
technologies



MARIUS
Level: 5
Wolfsburg

OCCUPATION BEFORE 42:
Business Analyst and Product
Manager in Transportation

CAREER ASPIRATIONS AFTER 42:
Exploring entrepreneurship in web
and app development





MEET OUR ALUMNI

"One of the things I loved the most about 42 is that the learning curve is constantly steep but the projects are still approachable, which forces you to learn how to learn; a very valuable takeaway both for possible specialisations and/or my everyday job."



PIETRO

SOFTWARE
ENGINEER AT
CAPGEMINI



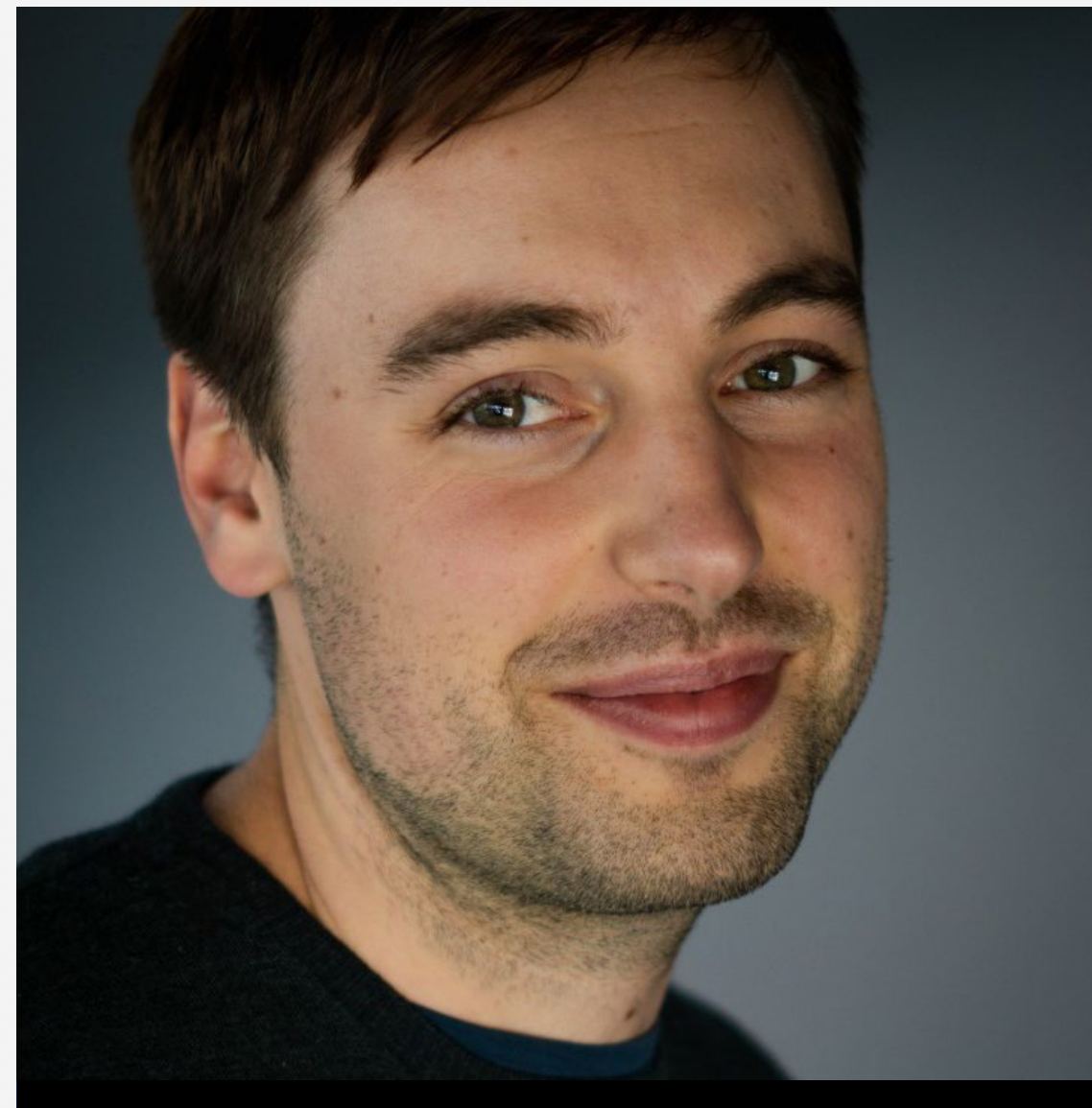
KRISTIYANA

SOFTWARE DEVELOPER
AT TURBIT

"42 really prepared me for the working world by teaching me to communicate. I am now able to take on new projects that I found very difficult to approach in the past."

"The fact that 42 cooperates with its industry partners so closely helped me jump start my career because it gave me access to a whole network of professionals.

I was able to interact with this network and really explore what it means to be a Software Engineer."



VINCENT

FULL STACK
DEVELOPER AT
VOLKSWAGEN



"After experimenting with various IT roles and even venturing into the art-world, nothing quite clicked until I joined 42. The hands-on peer-learning approach helped me make valuable connections and learn a lot from others."

TETIANA

SOFTWARE DEVELOPER
AT OPEN ARCHITECTURES
& CONSULTING

COMMUNITY HIGHLIGHTS

- Active student councils with a newly installed 4/5 female student council in Berlin
- Student initiatives: Blockchain Club, Entrepreneurship Club, Hackers' Club
- Trainings provided to students and staff on:
 - Unconscious Bias
 - Non-violent Communication
 - Neurodiversity
- 21 scholarships awarded in 2023 in 42 Wolfsburg
- Community meet-ups: Women*, LGBTQIA*, People of Colour, Neurodiversity, New to Code
- Campus accessibility features (silent rooms, child and baby friendly rooms, nap room, free period products, dedicated spaces for prayer/meditation and exercise)
- 30+ community events including Summer- and Winter celebrations with all stakeholders

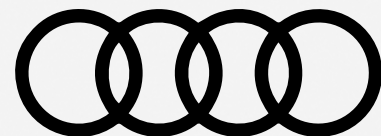




INDUSTRY PARTNERS

At 42, we don't stand alone – we are privileged to work within a growing network of industry innovators and change-makers.

These partnerships are not just logos in an impact report. They are a vital part of our learning ecosystem. Whilst 42 students have complete freedom to choose their own career path, our partners open doors in tech by providing students with insights, connections and opportunities.



C A R I A D



vmware®



PORSCHE

ETAS

Lufthansa Industry Solutions

T Systems

Capgemini

OUR PARTNER COMMUNITY



This is what Tina Hasper-Vandrey,
Head of Recruiting at Volkswagen
AG, had to say:



"We are proud to have given some of the first German 42 graduates the opportunity to test their practical skills in coding internships at Volkswagen, and even happier that the first five have chosen us as their long-term employer. **With their can-do attitude, 42 graduates are a perfect fit for our software innovation teams**, and we look forward to collaboratively shaping the most exciting developments of all: The mobility of the future!"

This is what our partner Marianne Janik, Chair of the Board of Management at Microsoft Germany, had to say:



"As a founding partner of 42 Berlin, we are convinced of one thing: To tackle the skills shortage, we need innovative learning concepts and an alliance of strong industry partners to drive the issue forward. We are therefore **delighted to have many more supporters who will support 42** for the growing IT ecosystem in Germany."

COMMUNITY PARTNERS

KLISCHEE FREI
Initiative zur Berufs-
und Studienwahl

Girls[™]
in
Tech

mint
VERNETZT

 **ReDI School of
Digital Integration**

 **UNICORNS
IN TECH**

 **CityLAB Berlin**

DIE NATIONALE INITIATIVE
mint
ZUKUNFT SCHAFFEN

TACTICAL TECH
Making sense of the digital

girls who
code

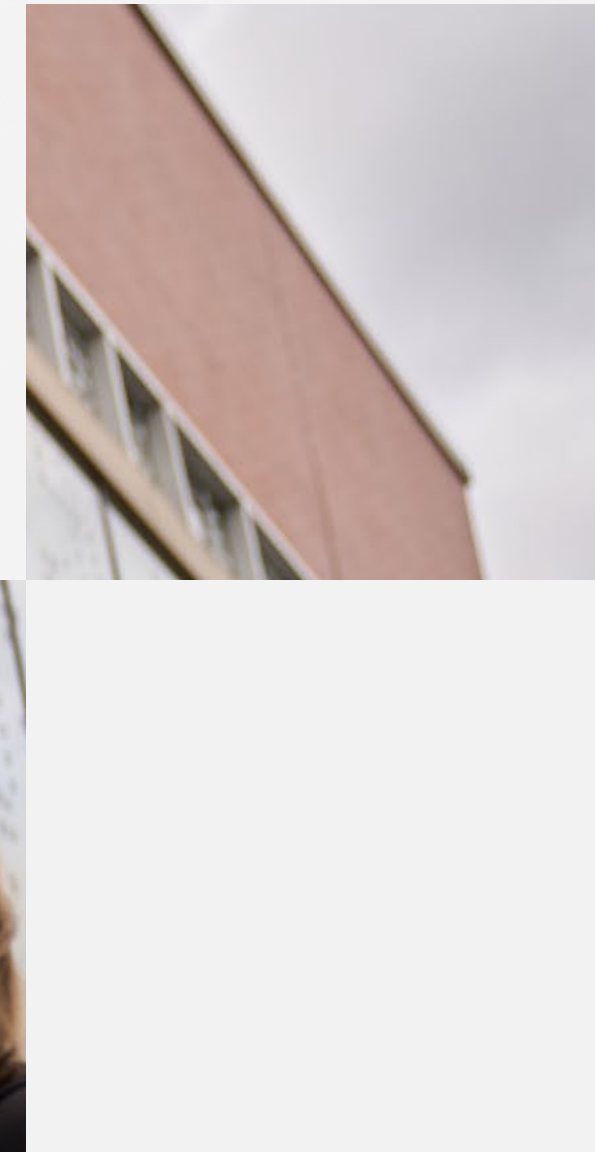
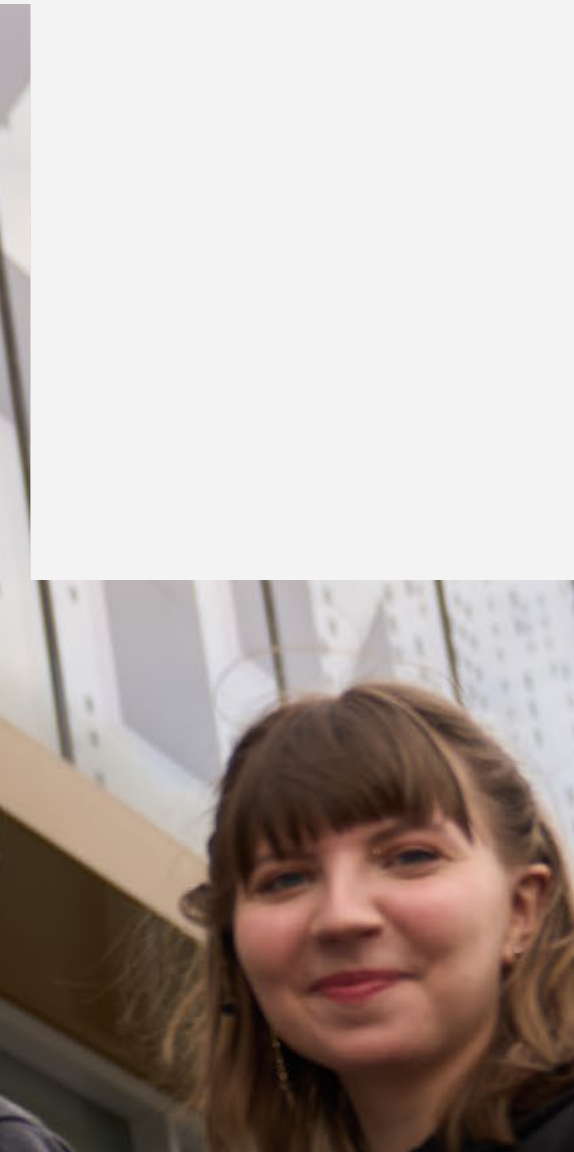
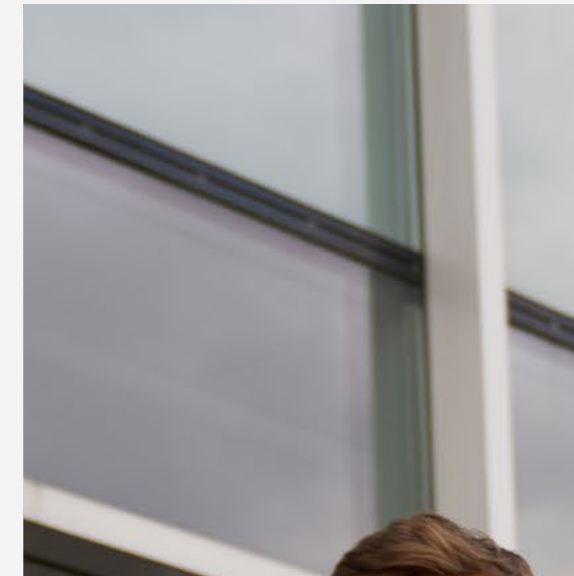
WE LOOK FORWARD TO WORKING
WITH YOU IN 2024 AND BEYOND!

OUTLOOK

2023 has been a year of growth for us. Putting the data together for this report, we realised our impact extends beyond the numbers - it is reflected in the stories of our students who have found new confidence and opportunities through community and collaboration.

From humble beginnings to significant achievements, we will continue striving to train the next generation of software engineers through peer learning for years to come.

As we look to the future, we want to increasingly focus on promoting skills-based hiring and gender equity in the tech industry. We hope you will join us along the way.



THANK YOU

We would like to thank all those
who contributed to the success
of our schools. Bring on 2024!

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