

2022

IMPACT
REPORT

HACK
YOUR
FUTURE

CONTENTS

03 About HYF

04 Highlights 2022

05 Impact

06 Employment over the years

07 Employment in 2022

10 Volunteer engagement

12 Diversity

12 Budget

This report was created during the period December 15th, 2022 – March 20th, 2023 by Eva Mozule & HackYourFuture.

ABOUT

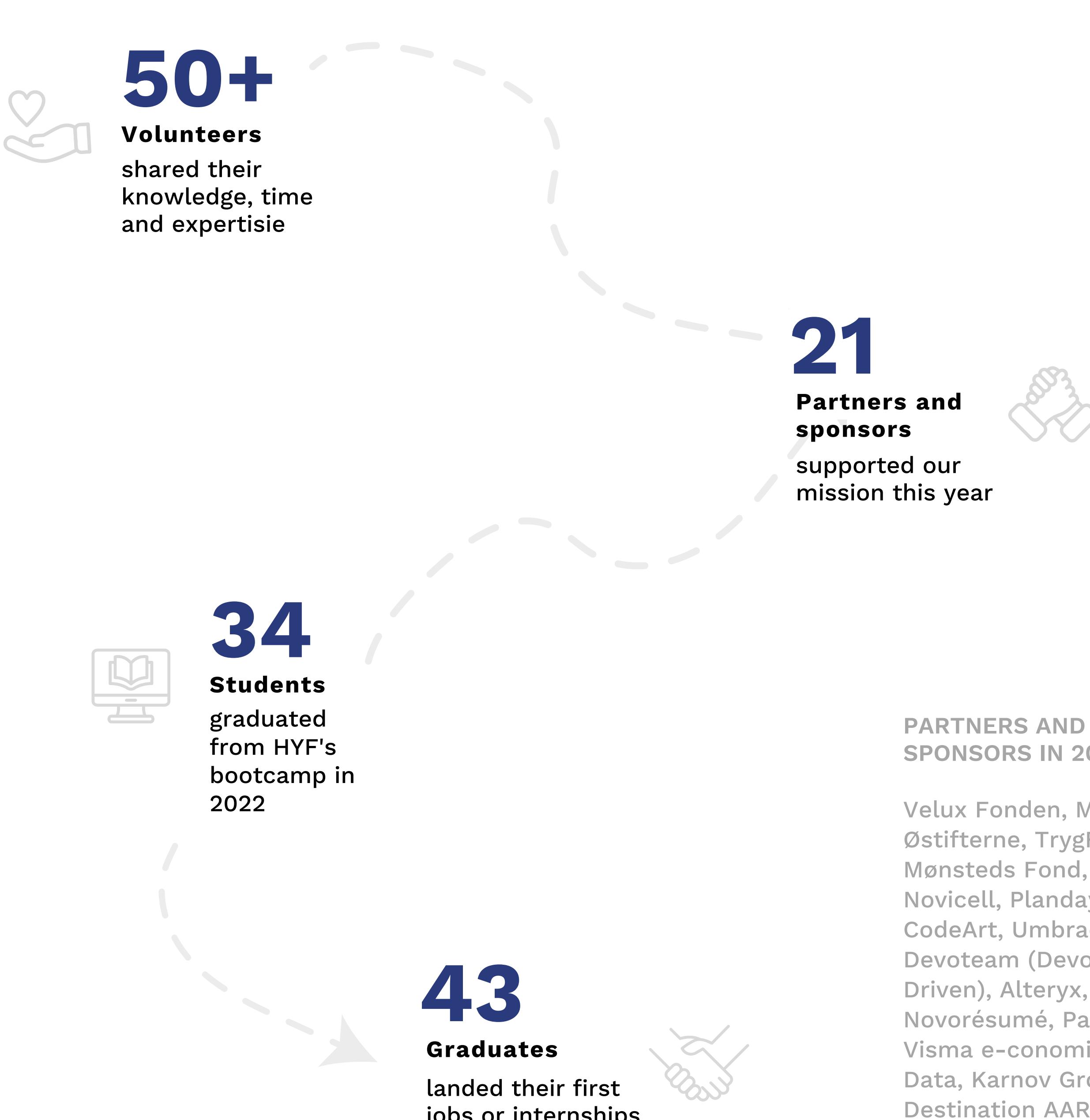
HackYourFuture (HYF) is a non-profit, free coding bootcamp supporting disadvantaged groups with limited access to higher education or the Danish labor market in learning IT skills.

We believe that a professional network is equally important as technical knowledge, therefore we focus on both at HYF to ease the transition from our program to the labor market.

HYF Community

As a non-profit organisation, we place a high value on our community. It consists of a diverse group of students, alumni, and professional developers helping as volunteer mentors. They are a crucial part of HYF, as our organisation could not exist without them.

Our community is based on active collaboration and mutual support. We are glad to see it expand and always welcome new members who see worth in our cause. We are also grateful to our 21 valued partners and sponsors.



PARTNERS AND SPONSORS IN 2022

Velux Fonden, MTHP Fond, Østifterne, TrygFonden, Otto Mønsteds Fond, Zendesk, Novicell, Planday, Elastic, CodeArt, Umbraco, Inviso by Devoteam (Devoteam Data Driven), Alteryx, Novorésumé, Pandora, AWS, Visma e-economic, Munin Data, Karnov Group, Destination AARhus, Skybox, Prosa, Valcon and Prochimp.

HIGHLIGHTS 2022

A message from the HYF staff

All things considered, 2022 was a great year for us. We helped 43 people achieve their dream of starting a career in tech across all of Denmark. Not only do our graduates this year represent 19 nationalities, but over 50% of these freshly baked developers are women, so we're left hoping that our small contribution moves the needle in the right direction and adds to a more diverse and inclusive tech industry in Denmark.

This year many of our graduates joined top employers like LEGO, Visma e-economic, Salling Group, Elsevier, Valcon, and many more who we are very proud of.

It shows how the volunteers in our initiative successfully passed on their knowledge to a new generation of developers who wouldn't otherwise have had the opportunity to move into this profession.

We hope you'll continue to follow our work in 2023.

The HYF team

01

Record number of applications

In the last application round of 2022 a new record of **316 applicants** was reached.

02

Students in 2022

48 students (3 classes) were **onboarded** and **34** students (3 classes) **graduated** from HYF's coding school. During the 2022 period, 113 unique students participated in our activities.

03

First graduation in Aarhus

In August our first-ever Aarhus-based cohort (Class 21) graduated. In October, Class 24 was onboarded continuing the **HYF Aarhus success story**.

04

Learning and networking

The HYF community participated in seven **tech related workshops** as well as we visited TechBBQ, NDC Conference, GoTo Copenhagen, stopped by Workday, DFDS & Novicell offices for **company visits** and organized three **Masterclasses**.

05

Social events

HYF organized and participated in various social events - **HYF summit** in Amsterdam, HYF Summer Party, HYF Xmas Party, monthly **Mentor Meetings** and an event at **DFUNK** which all helped to bind the community and foster knowledge-sharing.

06

A unique visit

HYF hosted **David Heinemeier Hansson** for an inspiring discussion, where great tips and valuable lessons were shared from his own career.

IMPACT

Each year HYF evaluates general results to understand the organisation's successes and determine areas of improvement. In the following section, HYF's impact will be presented, focusing on the year 2022.

Categories are based on our general goals and objectives:

- > Employment
- > Fast transition to paid work
- > Diversity
- > Volunteer engagement

Employment

HYF's main success criterion is not graduation, but employment. Since we started in 2017, 85% of our graduates have found employment in tech.

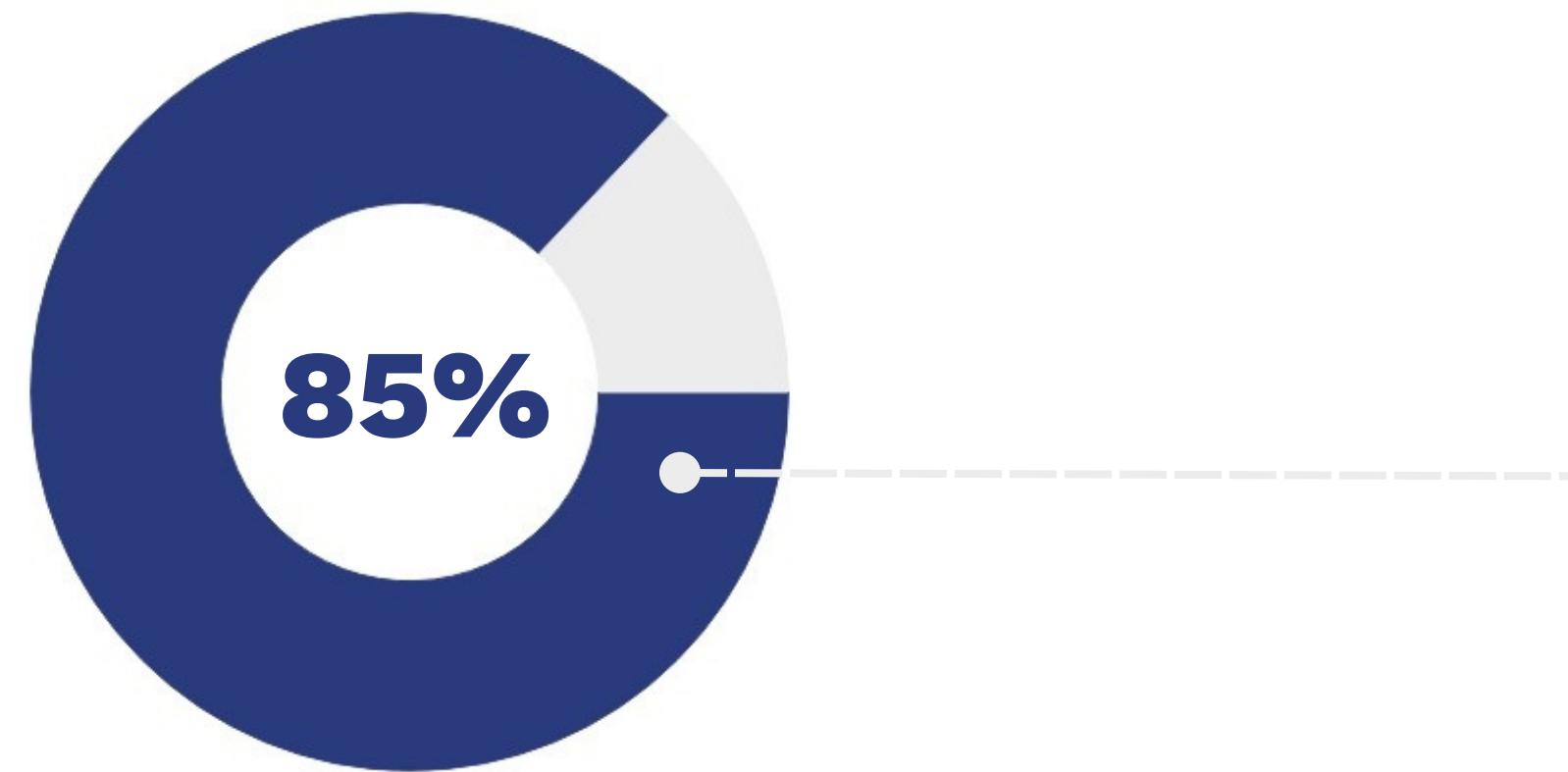
We count full-time & part-time positions, as well as internships as long as there is a reasonable expectation of these positions leading to fulltime employment in tech.

Since 2017 we have onboarded 24 classes and graduated 213 students, from which 182 (85%) are employed in the Danish tech industry. Positively, these are mostly paid positions.

However, unfortunately unpaid internships are a common occurrence on the Danish labour market and a certain percentage of our graduates fails to convert unpaid positions into paid positions.

Often, the professional paths of our students have many twists and turns, and it can be hard to measure the full extent of HYF's direct impact, amongst a variety of other factors.

Employment through the years 2017-2022



Graduated
213

Employed
182

Internships
20%

Paid positions
80%



Gender distribution

Gender distribution amongst employed students is generally balanced - **57%** are **women** and **43%** **men**.



Top employers

Our alumni work for some of Denmark's top employers in the IT industry, such as **LEGO, Mærsk, Umbraco, Trustpilot, Salling Group Bestseller, Elsevier, Nordea, VEO, DFDS DS** amongst others.

Employment in 2022

In this section we examine the results relating to all HYF students who found employment in the year 2022.

In the year that went, there was a seemingly higher demand for web developers in the labour market. This positive economic climate in the first part of the year also reflected on our results in 2022.

In total, 43 students found employment this year, exceeding our annual target of 30 by 43%. These results are however helped by the good economic climate, as well as our prudent goal-setting.

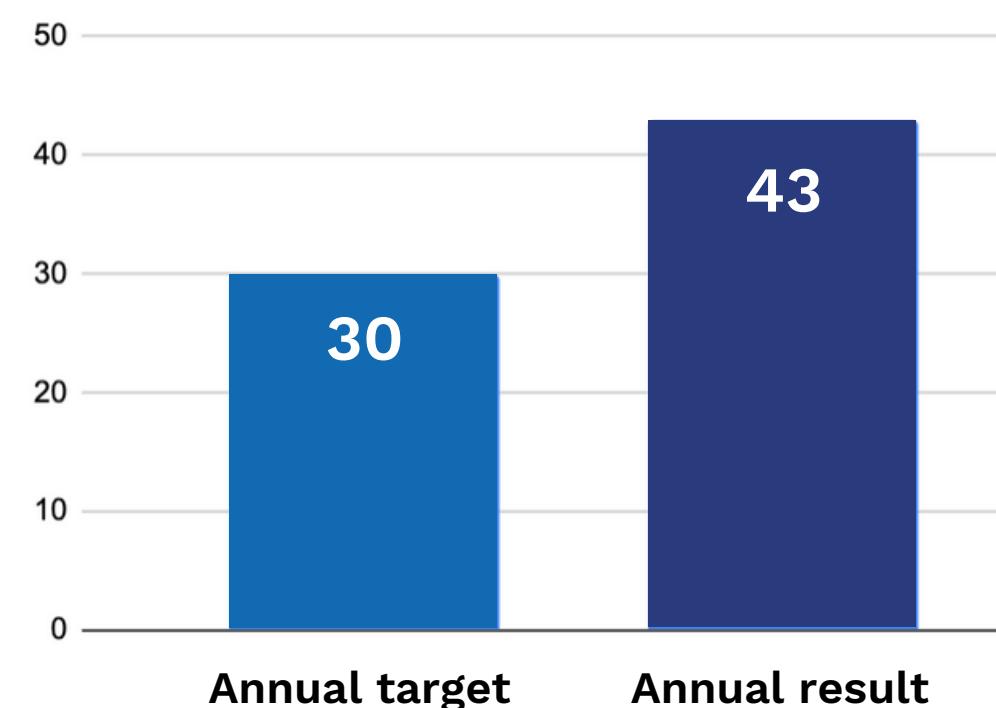
On the flip side, we fell short of our goal to graduate 40 students during the 2022 period, which is due to graduations taking place in December 2021 and January 2023, resulting in a lower total number of graduates, but also a higher relative percentage of employed graduates which flatters our results.

43

students found
employment in 2022

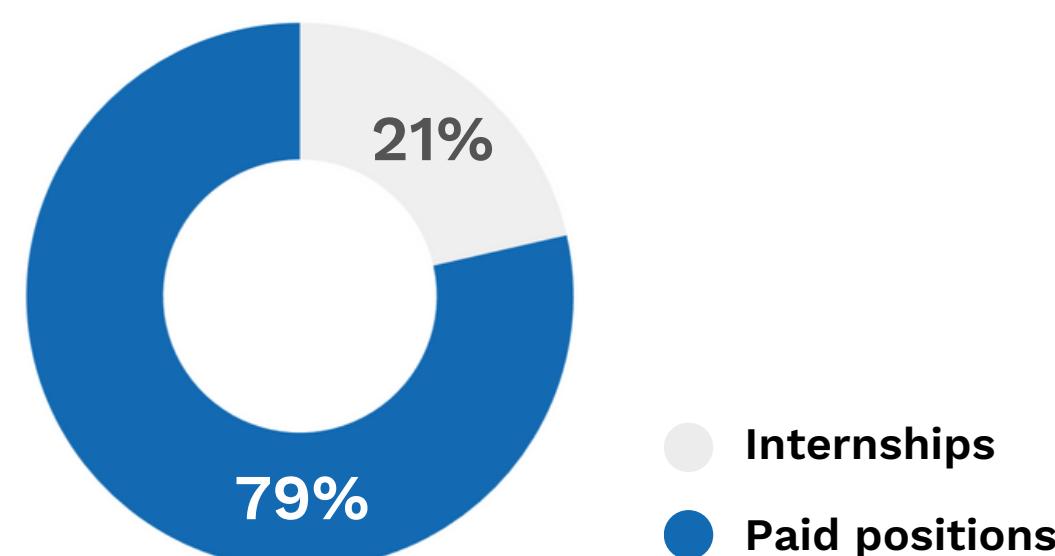
Employment goals

in 2022



Internships & jobs

in 2022



Positive Trends

in 2022

01

Shorter transition time

In 2022 the transition period from an internship to a paid position was shorter compared to 2021 when for many it took 6 months or more of unpaid work to achieve employment.

02

Faster employment

This year most students required around 3 months to acquire a paid web developer position. 50% of those students skipped internships altogether and got employed right away.

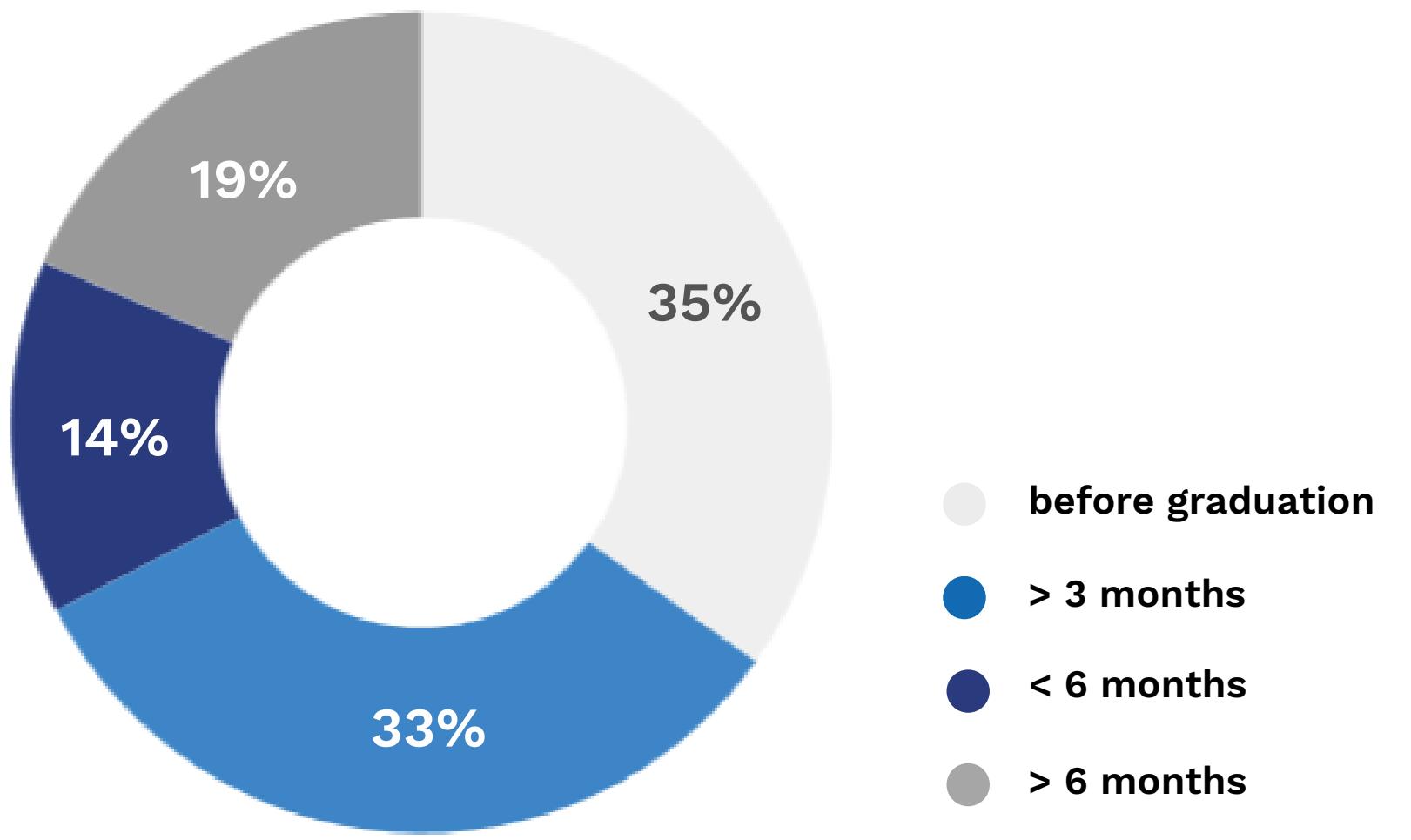
03

Increased placement amongst active students

16% percent of currently active students have already found jobs or internships showing a continuous positive development in terms of the transition pace.

From graduation to employment in 2022

It has required our students & graduates less time to go from graduation to employment this year compared to the previous year, 2021.



Of the 43 people finding jobs & internships in 2022, 68% did so before graduating, or latest 3 months after graduation. On the other hand, 19% took over 6 months, which leaves plenty of room for improvement.

Those who found employment in 2022 were proactive and attended additional workshops facilitated by us, like Umbraco Fundamentals Certification, Netlight Interview Workshop, .Net Masterclass at Visma, AWS Serverless Masterclass, Ruby-on-rails Workshop at Karnov Group, and other IT-related events.

of those graduates who found jobs in 2022 did so before graduation or within 3 months after graduation. In 2021, it was 59%.

*The average salary was calculated based on 15 samples out of 25 students who found paid web developer positions in 2022

68%

33.000 kr.

was the average starting salary amongst people who found employment in 2022*.

Success stories of our graduates

All of the inspiring success stories are only possible thanks to our volunteers, partners, sponsors, allies and forward-thinking companies in Denmark who prioritize and practice inclusiveness & champion a diverse workforce.

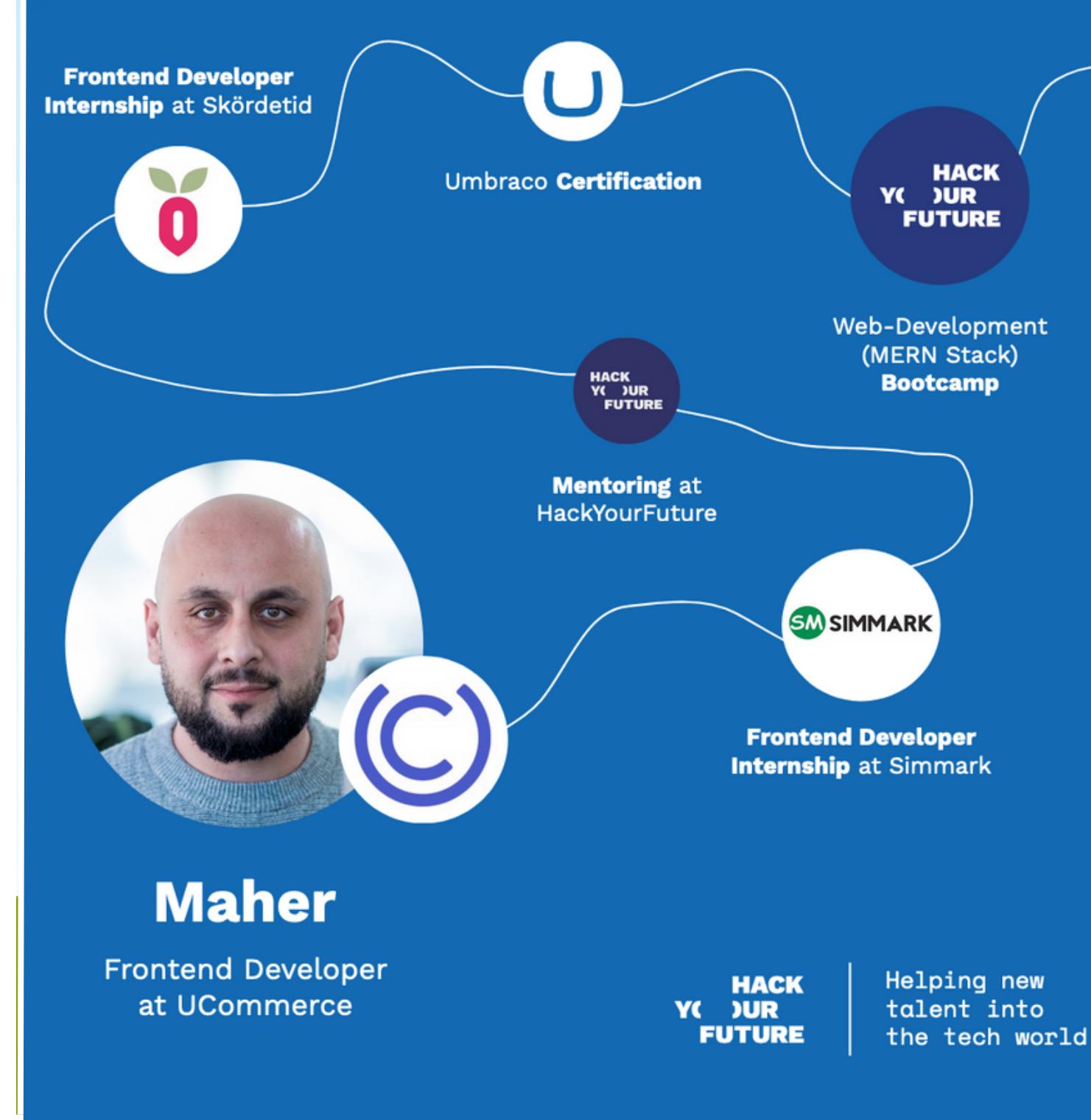


Dnya

Associate Engineer
at LEGO Group

HACK
YOUR
FUTURE

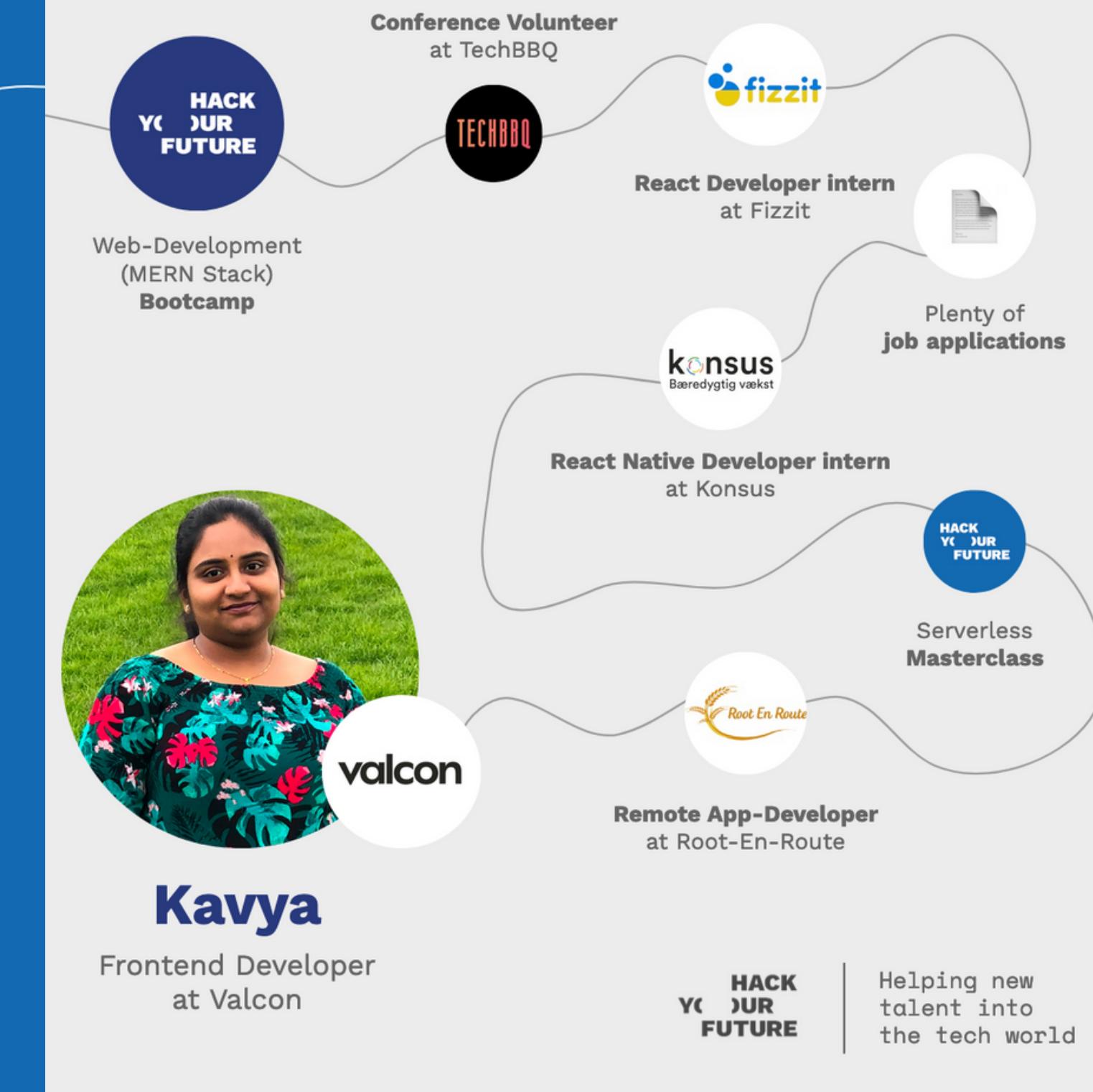
Helping new
talent into
the tech world



Maher

Frontend Developer
at UCommerce

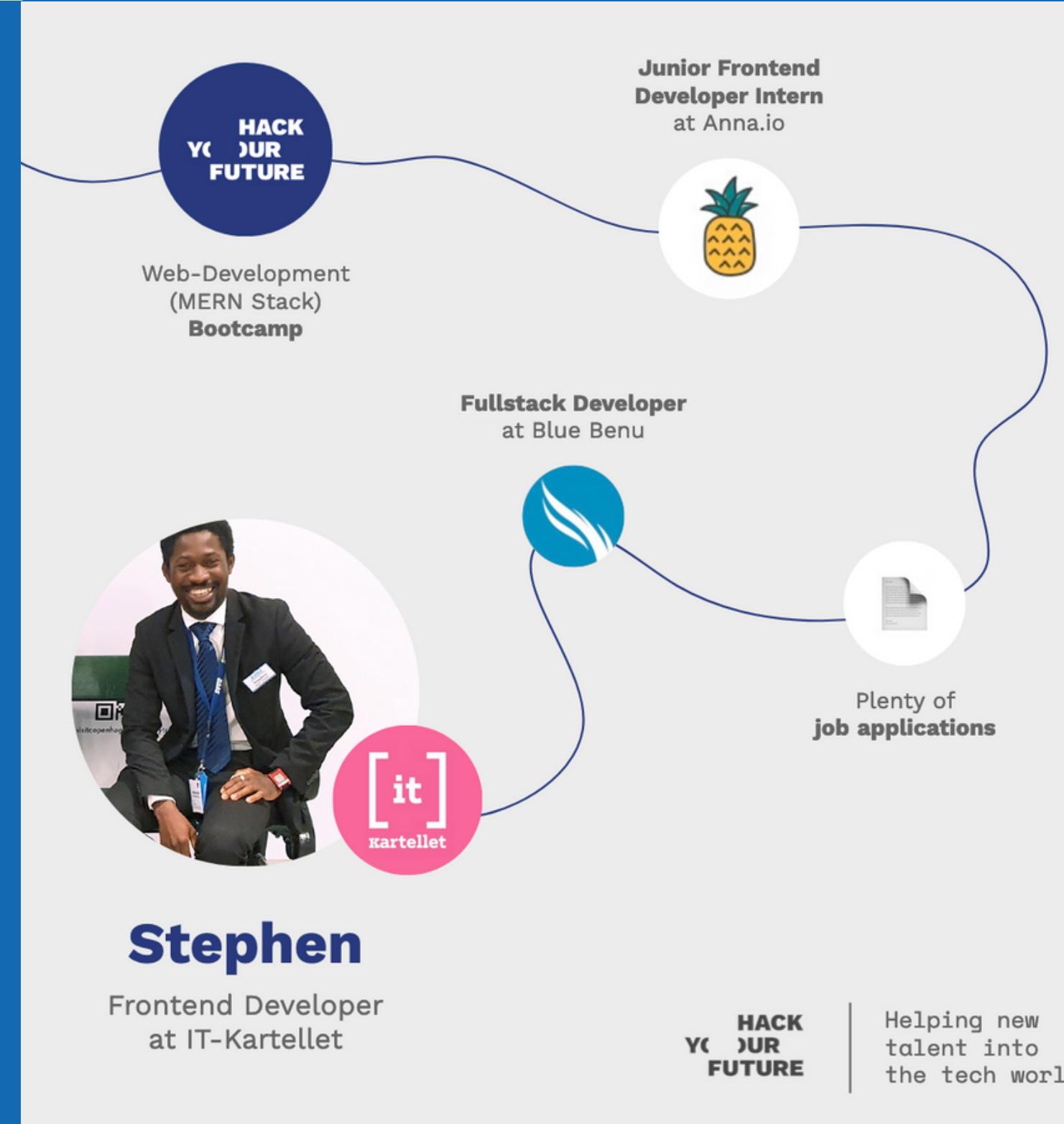
HACK
YOUR
FUTURE
Helping new
talent into
the tech world



Kavya

Frontend Developer
at Valcon

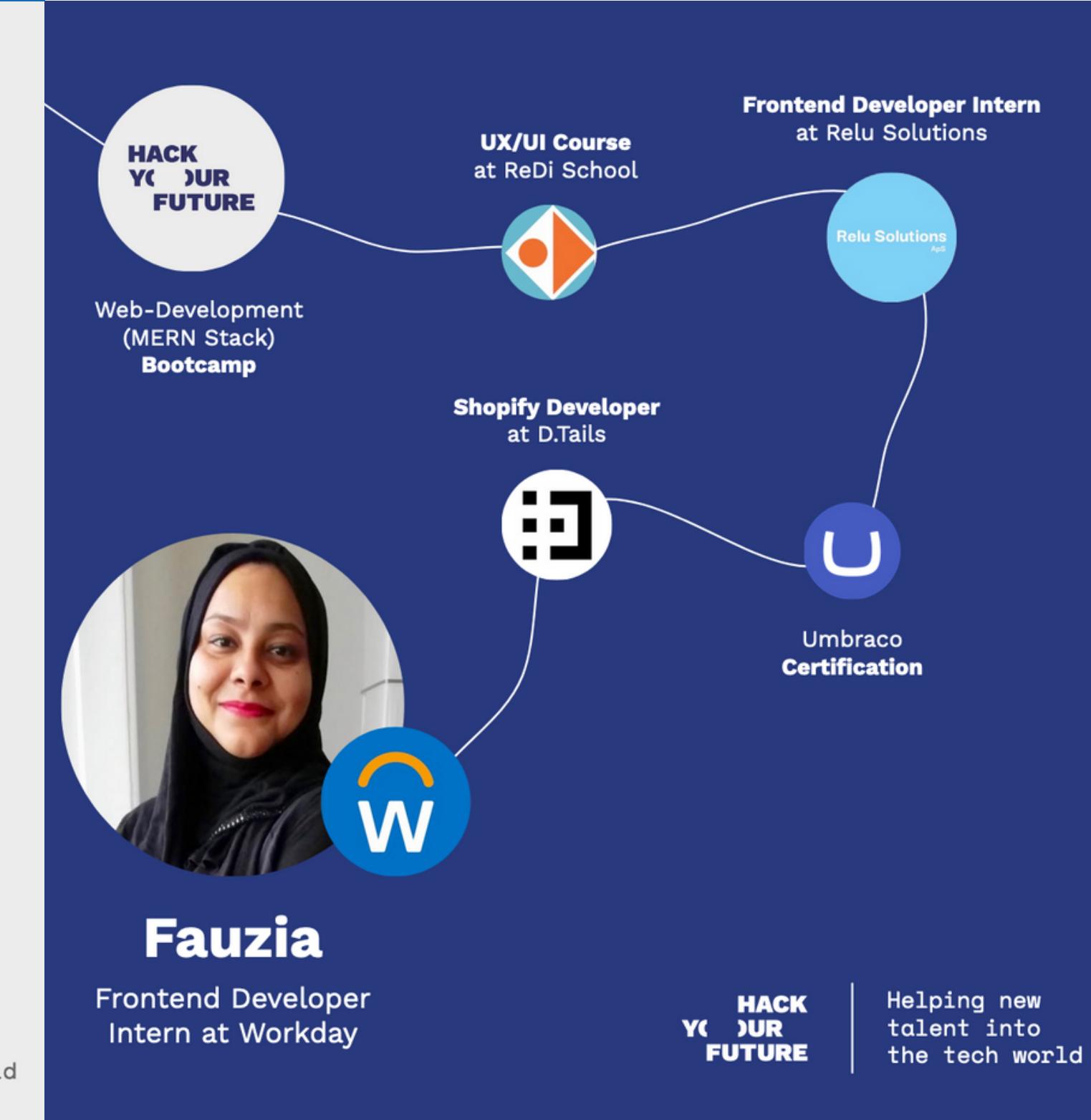
HACK
YOUR
FUTURE
Helping new
talent into
the tech world



Stephen

Frontend Developer
at IT-Kartellet

HACK
YOUR
FUTURE
Helping new
talent into
the tech world



Fauzia

Frontend Developer
Intern at Workday

HACK
YOUR
FUTURE
Helping new
talent into
the tech world

Volunteer engagement

Our students' success stories are largely made possible by the inspiring effort of our volunteers mentoring them.

As a non-profit organization, we rely mainly on our volunteers, so our mentors are an essential part of the community. Currently, we lean on a pool of 150+ mentors who participate in HYF's activities according to their time and interest.

Volunteers share their knowledge, skill, and network with our students, which they can use to their professional advantage. According to our mentors, in return, they gain experience in preparing teaching sessions, an opportunity to learn new skills, and broaden their social and professional network. Some volunteers see teaching as a way of giving back help they once needed themselves.

Moreover, all of our mentors are full-time web developers working for some of the top Danish companies such as Zendesk, LEGO, Apple, Mærsk, Elastic, Unity, and Nordea, which enables them to share the latest best practices, experience, and knowledge from the tech industry.

2.562 h

Core mentor hours per year

The core mentoring activities in 2022 include weekly homework reviewing, preparation and teaching **Sunday classes** (2.562 hours yearly).

4.018 h

Total volunteer hours per year

Additionally, they participate in study groups, teach **masterclasses**, organize and coordinate **workshops** and allocate additional time on volunteering (1.456 hours yearly).

1.322.438 kr.

If mentors would be compensated for the time they devote to volunteering at HYF, the annual salary would be approximately **1.322.438 kr.** assuming a median hourly salary of ~315-365kr kr.



Teaching and mentoring at HYF is both fun and meaningful. It gives pride, purpose and happiness to me as a person, and you learn a lot by teaching too. In addition, you build up a network with other mentors and students, but also external HYF partners. I recommend it wholeheartedly to everyone.

- Patrikk Sørensen, Mentor at HYF

Diversity

HYF sees diversity as a strength and equal opportunities as a right. Accordingly, our student demographics are varied with regards to age, residence status, educational background, level of experience, nationality and other factors that are taken into account during the selection process.

As our goal is employment of the students, this in turn brings more diversity to the tech industry.

19

different countries were represented

29%

of students were from Ukraine



Residence Status

Amongst students onboarded in 2022, most held **accompanying spouse** residence status (31%), followed by **refugee** status (28%) as well as **asylum seekers** (10%). Other residence statuses were greencard holder, migrant, EU/EEA citizen, family reunification and Au-pair.



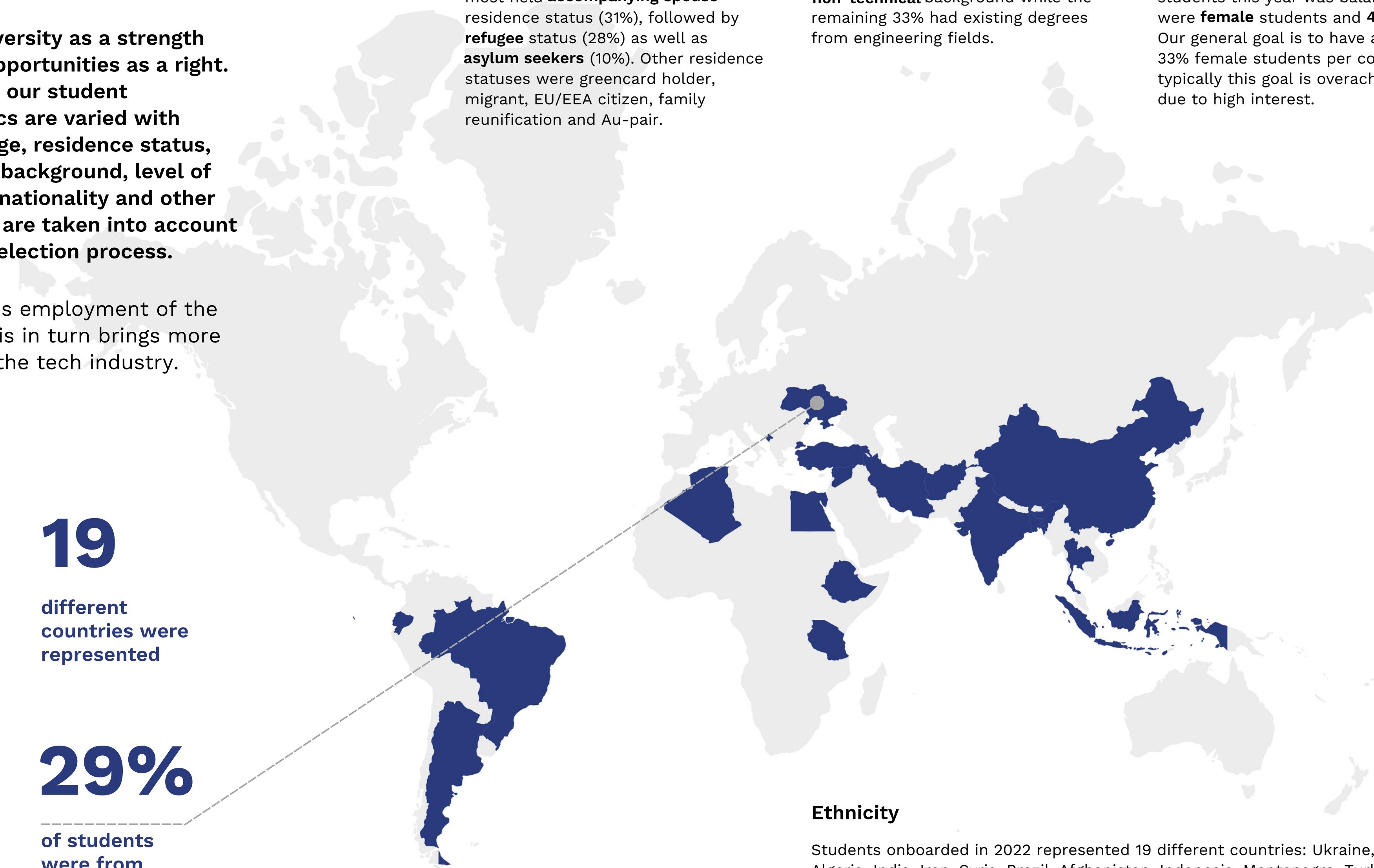
Technical Background

In 2022, **67%** of the students had a **non-technical** background while the remaining 33% had existing degrees from engineering fields.



Gender Distribution

The gender distribution amongst students this year was balanced. **52%** were **female** students and **48% male**. Our general goal is to have at least 33% female students per cohort and typically this goal is overachieved due to high interest.



Ethnicity

Students onboarded in 2022 represented 19 different countries: Ukraine, Ethiopia, Algeria, India, Iran, Syria, Brazil, Afghanistan, Indonesia, Montenegro, Turkey, Thailand, Bangladesh, Ecuador, Egypt, China, Armenia, Tanzania and Argentina.

BUDGET

HYF's operating budget for 2022 was 2.061.600 kr. Throughout the year, 2.044.000 kr. were spent on employee salaries, administrative costs, office and location, food and transportation, and events.

As a non-profit charitable organisation we depend on donations and grants to keep HYF running. We are thankful to the foundations who supported us through grants, as well as our partners and sponsors from the private sector who supported our mission.

Any surplus we might accrue gets continuously reinvested into our operations and the execution of our mission and goals.

Revenue in 2022

Donations, foundations, grants and partnerships



Private foundations
and grants
1.146.000 kr.



Corporate donations
and partnerships
753.000 kr.



Public sector grants



Private membership
donations

*This report was created before the annual statement was finished. The numbers mentioned within contain estimates and might therefore be slightly inaccurate. The fully audited annual financial statement can be found on www.github.com/HackYourFuture-CPH/association/2022



**HACK
YOUR
FUTURE**

Helping new
talent into
the tech world

Our partners & sponsors:



Foundation support

