

A photograph showing three people in a collaborative workspace. On the left, a man with a beard and glasses, wearing a green hoodie, looks intently at a laptop screen. In the center, a young woman with long dark hair and glasses, wearing a white shirt, also looks at the screen. On the right, another woman with short dark hair, wearing a black top, is smiling and gesturing with her hands while looking towards the camera. They are all seated around a light-colored wooden table with laptops and other office equipment.

IMPACT REPORT

2023

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Introduction



We would like to thank all the volunteers, staff, association members, donors & company partners for their support. Without them, we would not be able to exist.

2023 has been a tough year characterized by a sharp downturn in available Junior Web Developer roles in Denmark, as well as widespread firings and hiring freezes across the industry. This affected our community and results, as less graduates than usual were achieving employment in the tech industry, despite the quality of our training being consistent. Compared to the very strong previous year, 2023 was disappointing and, at times, disheartening. To offset future vulnerability to market fluctuations in Web Development, we've strengthened our efforts to diversify our offering and foray into other technologies and career paths.

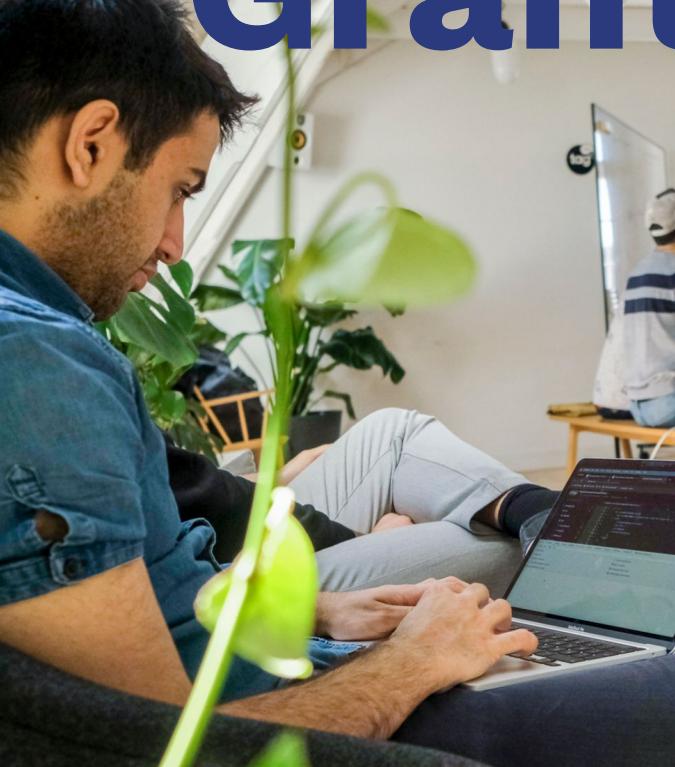
On a positive note, we entered into a 5-year collaboration with Lind Foundation, which provides much greater stability for our core activities than we've had since 2021. This milestone sets us up for a better future.

In the following pages we'll be breaking down some key results related to the year 2023, as well as year-on-year comparison to 2022.



Christopher Klüter
Founder & Managing Director

Grants



Below are the foundation grants we received throughout the course of the year **2023**. Some are paid out retroactively after the conclusion of a project others are paid out in instalments throughout the project duration.

We are very grateful for the support we've been receiving from different foundations throughout the past years.



OTTO MØNSTEDS FOND

425k - for Team22

TrygFonden

347k / 450k - for application process improvements

VELUX FONDEN



salling fondene

756k / 1.8mio - for Job-Hub project (career training & post graduation)

Lind Foundation

155k / 350k - for Aarhus chapter (1 cohort per year)

750k / 3.75mio - for the project overall, includes creation of extensive SROI reports

General goals



In Denmark, we have set the following goals for **2023**:

1. Graduate at least **40** students from the program.
2. Ensure at least **30** graduates find employment in tech.

Results

Graduates in 2023:

47

↑ 15%

*

Employment in 2023:

24

↓ 20%

**

*graduation dates can skew this metric

** based on the information available to us in 01/2025

Volunteering



Volunteer hours

2022

Sunday sessions:

2562 hours

All volunteering:

4018 hours

Unique active volunteers:

137



2023

Sunday sessions:

2310 hours

↓ 10%

All volunteering:

3433 hours

↓ 15%

Unique active volunteers:

130

↓ 5%

*

* volunteer participation was manually registered and can be slightly inaccurate

The Bootcamp



Trainees & graduates (Web Dev only)

2022

Trainees onboarded:

49

Graduation %:

69%

Sunday sessions:

122



2023

Trainees onboarded:

50

↑ 2%

Graduation %:

75%

↑ 6%

Sunday sessions:

110

↓ 10%

Employment



Employment

2022

Graduates in employment:

43

Paid employment:

34

Internships:

9



2023

Graduates in employment:

24

↓ 44%

Paid employment:

13

↓ 61%

Internships:

11

↑ 18%

Partnerships



Partnerships

2022

Partner donations:

826k

Member donations:

67k



2023

Partner donations:

732k

↓ 11%

Member donations:

53k

↓ 21%



valcon

PANDORA

 **Skybox.gg**

 **aws**



eficode

 **SCADA MINDS**

Events



Events

2022

Total events:

20

Masterclasses:

3

Single-day events:

17



2023

Total events:

18

↓ 10%

Masterclasses:

3.5

↑ 13%

Single-day events:

14

↓ 18%

Financials

2023

Operating budget 2023		Employee salaries		Administrative costs		Office and location		Driftsomkostninger			
			1.846.016 kr.			211.306 kr.			183.864 kr.		203.423 kr.

2024

Operating budget 2024		Employee salaries		Administrative costs		Office and location		Driftsomkostninger			
			1.660.000 kr.			190.890 kr.			216.320 kr.		217.513 kr.





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Gold Partners:

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BUSINESS ONLINE

Partial funding:

VELUX FONDEN



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Lind Foundation

LEMVIGH-MÜLLER FONDEN

Evaluation by:

ALS RESEARCH



Support our work:

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