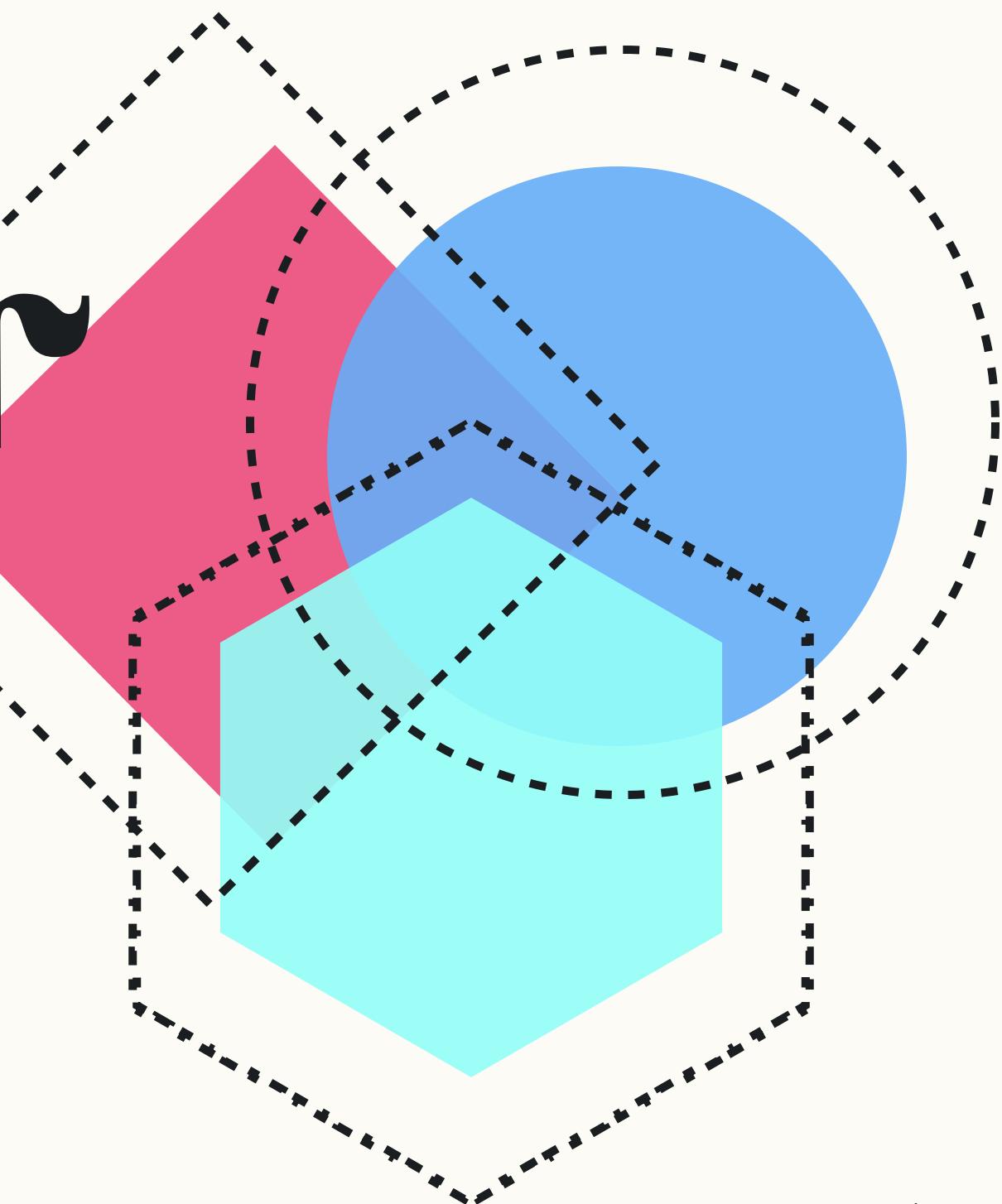


# Codebar Impact Report





codebar is a global community empowering minorities to break into tech.

Since 2013, codebar has created opportunities for minority group members to pursue a career in tech. Over a span of 10 years, we have held more than 1,700 workshops and created a global community of over 19,000 students and coaches.



**In this impact report, we assess how our initiatives have made careers in tech more accessible for minorities from all over the world.**

**This is achieved through findings captured in a community-wide survey, which will drive improvements in future initiatives that further our cause.**

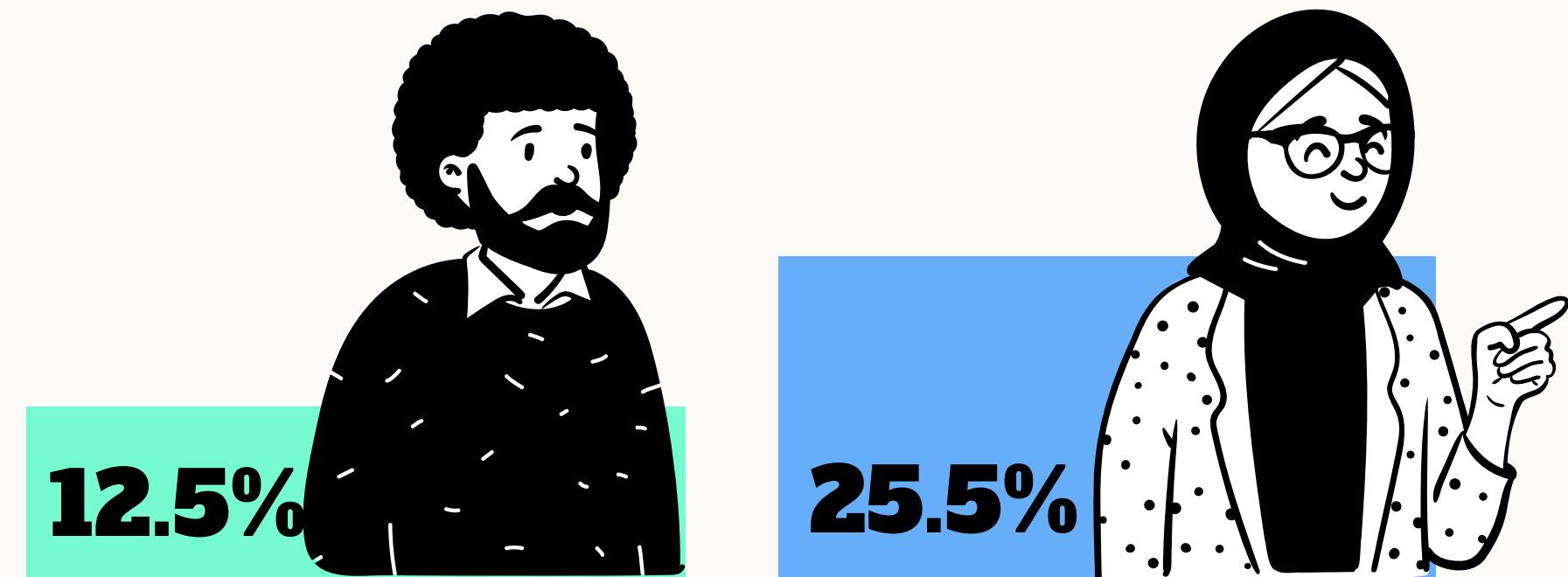


codebar

# Our work is an answer to the diversity problem in tech.

Ethnic minorities make up only 15.2% of the tech labour market in the UK, while women are just slightly above that at 25.5%<sup>1</sup>. Diversity is still a major issue in the tech industry despite being one of the world's fastest growing fields.

Through our initiatives, we provide education, training and networking opportunities for members of underrepresented groups in tech. We believe in the strength that diversity brings and the importance of diverse thinking in an industry where innovation is a constant.



<sup>1</sup> **Tech Nation. 2022. Diversity and inclusion in UK tech - Tech Nation.**  
<https://technation.io/diversity-and-inclusion-in-uk-tech/#inclusiveness-in-tech>



# Our Global Community

5



## United Kingdom

**London**  
**Brighton**  
**Cambridge**  
**Manchester**  
**West London**  
**Oxford**  
**Manchester**  
**Glasgow**  
**Kent**  
**Norwich**  
**Peterborough**  
**Reading**  
**Bristol**



## United States of America

**New York**  
**Boston**  
**Savannah**  
**Houston**

**14,048** students  
and **5,183** coaches  
in over 30 chapters  
worldwide

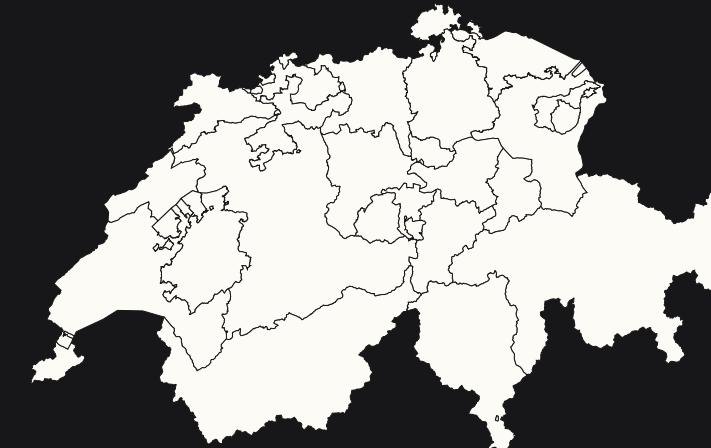
# Our Global Community



**CHINA**  
**SHANGHAI**



**FRANCE**  
**PARIS**



**SWITZERLAND**  
**GENEVA**



**KENYA**  
**NAIROBI**



**GERMANY**  
**BERLIN**



**SPAIN**  
**BARCELONA**

**14,048**  
**students and**  
**5,183**  
**coaches in**  
**over 30**  
**chapters**  
**worldwide**



codebar

# Our Global Community



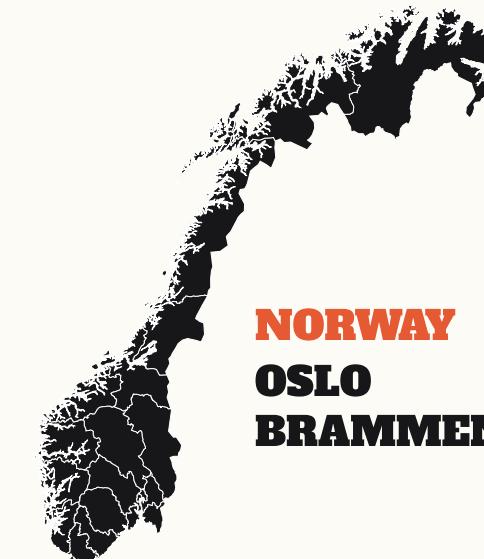
AUSTRALIA  
SYDNEY



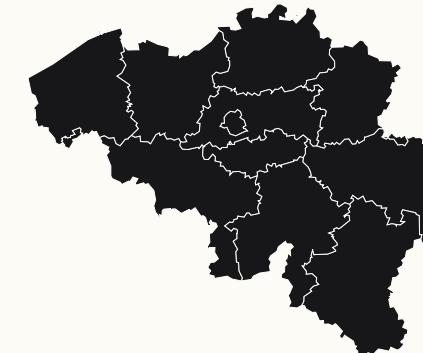
FINLAND  
HELSINKI



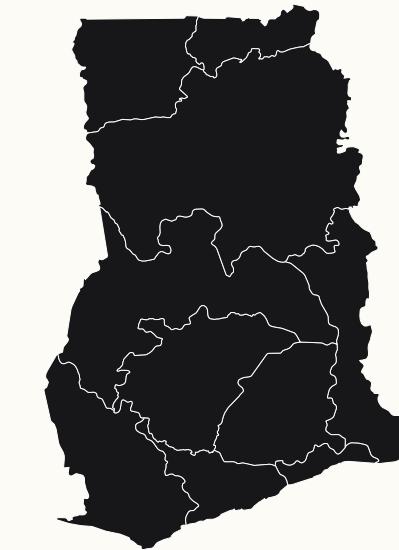
NETHERLANDS  
AMSTERDAM



NORWAY  
OSLO  
BRAMMEN



BELGIUM  
BRUSSELS



GHANA  
ACCRA

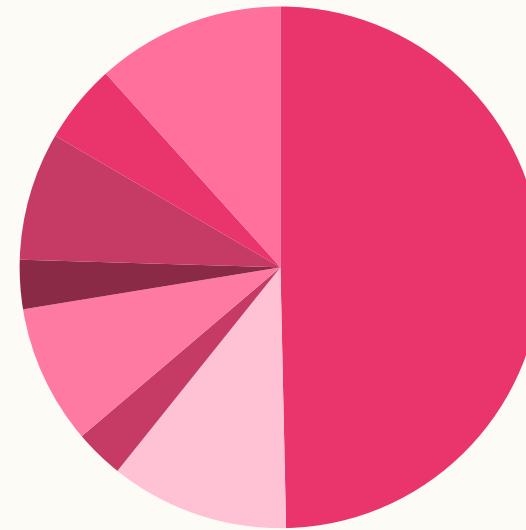
14,048 students and  
5,183 coaches in over  
30 chapters worldwide

# Our Global Community

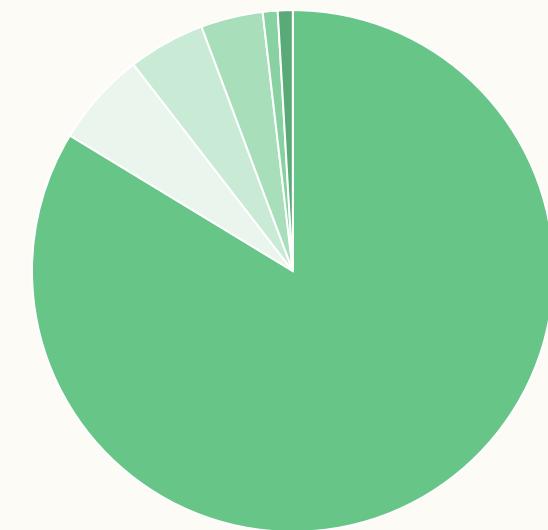
We work to create safe and inclusive spaces for all, regardless of ethnicity, gender and sexual orientation.

2,823 community members have given us a 5 star rating after a workshop.

## Ethnicity



## Gender



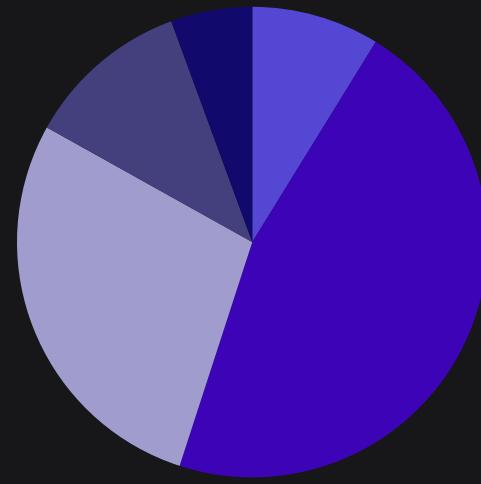
# Our Global Community



59% describe our community as **passionate and inspirational**

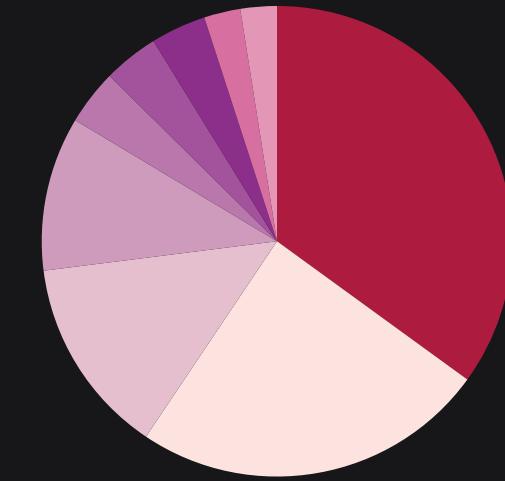
Our members embrace learning at every stage of life.

## Age



8.8%	18-24
46.2%	25-34
28.1%	35-44
11.3%	45-54
5.6%	55 and above

## Highest Level Of Education



35%	Bachelor's Degree
24.4%	Master's Degree
13.6%	Undefined
10.6%	GCE A level
3.8%	Diploma
3.8%	PhD
3.8%	Other
2.5%	GCE O level
2.5%	IB Diploma



codebar

# Our Global Community

**25.1%**  
identified as part  
of the LGBTQIA+  
community



**28%**  
felt that codebar  
has also made a  
positive impact on  
their identity

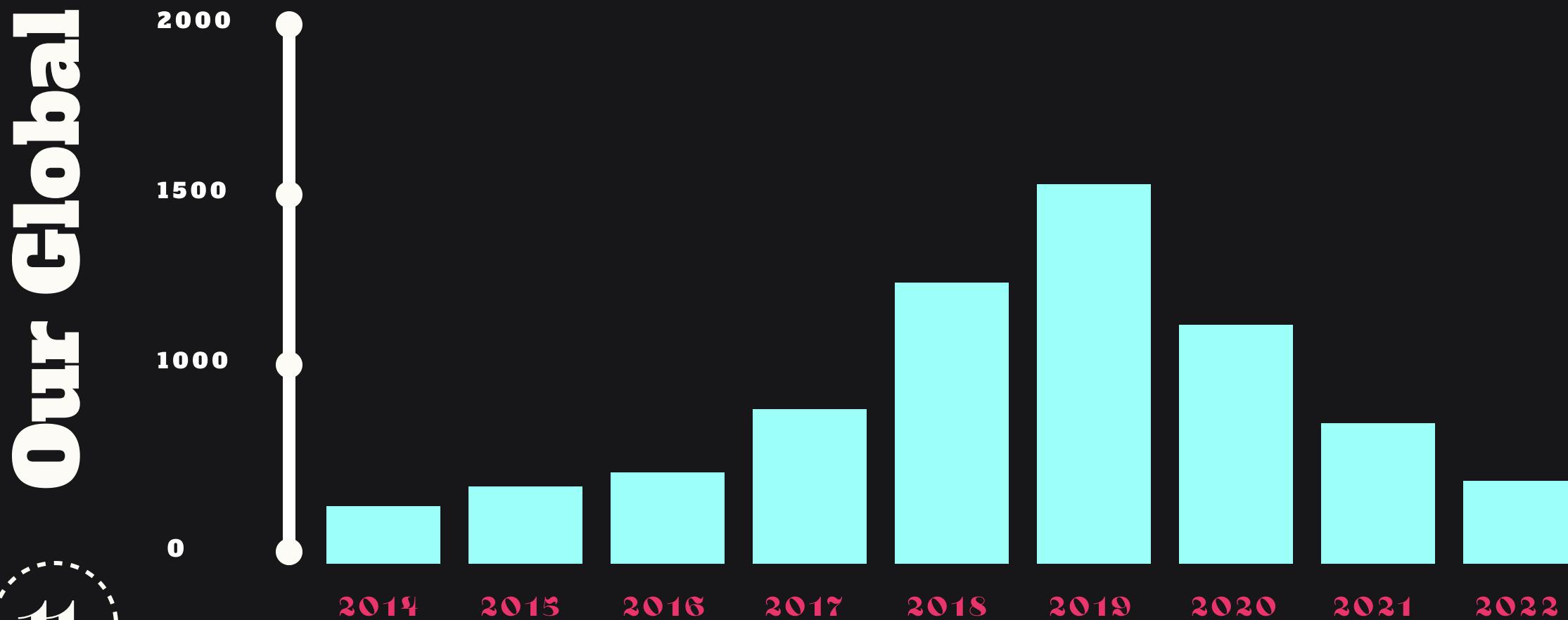
# Our Global Community

**55.7%** of our community are returning members

Aside from the years when we were hit by the global pandemic, our community has seen a steady growth of new joiners.

## MEMBERS

New Members per year:



**57%** find that our community is **helpful** and **specialised**

# Our Global Community

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“codebar's growth is 100% organic. Each chapter has started by someone in that community saying they want to make a change. It's a huge testament to the amazing community and the demand for change in the tech industry.”

**- Kimberley Cook, Director  
of codebar**



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# INDUSTRY PARTNERS

# INDUSTRY PARTNERS

The lack of diversity in tech is an issue that has garnered increasingly more attention over the years.

More and more companies have been making commitments to bolster inclusivity and diversity in their organisation, complete with key goals that they have pledged to meet. These companies include Twitter, Amazon, Google and more brands that codebar have partnered with in recent years.



**574 industry  
partners in  
9 years**

# INDUSTRY PARTNERS



**codebar bridges tech  
companies to a rich talent  
pool of untapped potential.**

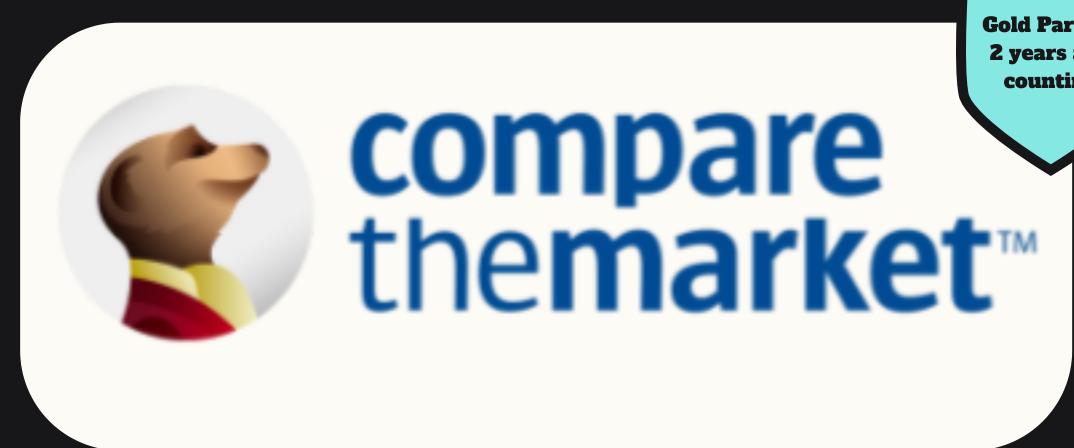
Through industry partnerships,  
we have been able to secure career  
opportunities for the codebar  
community.

In return, tech companies are  
able to gain access to a whole  
new talent pool of skilled  
prospective hires that bring so  
much to the table with their  
wealth of perspectives and  
experiences.

# Big Data, Bigger Opportunities

Compare the Market is one of the UK's biggest price comparison websites that helps consumers make more informed purchasing decisions on insurance, utilities and financial products.

As a gold partner for 2 years running, they have played a significant role in helping our community adopt the skills they need to thrive in data-driven businesses.



# Big Data, Bigger Opportunities

**Hosted  
33 in-  
person  
workshops**

**Ran 2  
panels**

**Organised  
2  
workshops**

**Employed  
2 people  
through  
codebar  
Festival**



**compare  
themarket™**

# Working Together for the Common Good



**codebar and Makers have a shared goal:** To create a new generation of talent in tech. **Makers offers bootcamps and apprenticeships for software engineers to jumpstart their careers.** By working together, both codebar and Makers are able to expand the opportunities available for minorities in tech.

**Makers has been a community partner with us for 4 years.** In that time, they have collaborated with us in events, educational initiatives, and even provided avenues for our community members to further their training.

**Hosted 8 workshops**

**Ran 3 events in their London office**

**Gave 18 codebar members full scholarships to their bootcamp**



# We've also worked with :



MAKERS

# CASE STUDIES

# Case Studies

codebar has something for every community member to grow within a setting that suits them best. Over the years, our initiatives have grown from offering regular free workshops, to organising festivals, job fairs, and hosting community-run events.

When the world went into lockdown during the height of the COVID-19 pandemic, we shifted our initiatives online. The opportunity to learn from seasoned professionals from anywhere in the world was embraced by our community wholeheartedly, so much so that we have decided to move towards a hybrid way of running workshops and events - giving our community even more options to take them closer to their goals.

**39%** of our community did not work in tech before codebar

**25%** have found a job through codebar

# codebar Workshops

Our workshops connect minorities to dedicated coaches who want to see them succeed.

**It all started with our workshops. To make tech careers more accessible, we began running regular free workshops in October 2013. These workshops take place within numerous chapters all over the world and are led by developers who choose to volunteer as coaches with us.**

**Through our workshops, we have created vibrant, collaborative environments for minorities to learn HTML/CSS, JavaScript, Ruby, Python or Git. Companies have also partnered with us to host these workshops at their spaces, therefore helping aspiring developers expand their industry exposure early in their careers.**

1740  
workshops  
and counting

# codebar Festival

## Two-year Festival Statistics

1,190 total attendees  
421.6 mins average time spent per user  
5,895 messages sent  
9.5 average post-event survey score

First organised in 2021, codebar Festival is an annual 3-day virtual event that focuses on 3 key areas - coding, career and wellbeing. Attendees get to attend talks, panels and workshops. They also get to network and apply for openings through the festival's job fair.

codebar Festival empowers our community to take on a holistic approach to a tech career.

## codebar Festival

Day 1: Coding Day  
Day 2: Career Day  
Day 3: Wellness Day



# CODEBAR FESTIVAL



Through codebar Festival, we have raised over £1,900 that have gone to these charities:

BLACK  
GIRLS  
CODE

pennyappeal.org

SUP  
ERC  
ELL



THE  
ALBERT  
KENNEDY  
TRUST



codebar

24

# UNCODEBAR

Now in its 8th year, uncodebar is an annual event that is 100% participant-led. It is our version of an unconference, which can be defined as a "loosely structured open space event emphasising the informal exchange of information and ideas between participants".

During uncodebar, community members propose talks, panels, workshops and decide which topics they'd like to focus on for the day before convening in separate breakout sessions. These topics include anything related to web development, software development, game development, learning, mentoring and community. Anyone is welcome to participate - whether you're a seasoned developer or a first-time speaker.

uncodebar is a testament to the proactive and dedicated spirit of codebar. Everything lies in the hands of our community, and through their involvement, we grow and thrive as one.

**uncodebar cultivates authentic spaces for genuine conversations and growth.**



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# OTHER COMMUNITY INITIATIVES

# OTHER COMMUNITY INITIATIVES

**Panel:** How to Land your First Developer Role

**24 Pull Requests:** Our annual open source event dedicated to helping students contribute to open source. Held at the beginning of December.

**Mind the Code:** A full-day event dedicated to coding exercises and yoga

**Intro to Android Development**

**Intro to iOS**

**Ladies that UX**

**Intro to DevOps**

**Intro to React Native**

**Build your own Portfolio website**

**Micro:bit workshop**

**CODE // EXPLORE // CREATE**

//: A workshop in creative-coding, building a musical eco-system in which autonomous organisms roam, breed and feed, generating sound with their actions.

**codebar hacks Monzo:** A hackday using Mondo's API to bring your ideas to life, with an opening lesson on how to use APIs.

**Trans\*Code:** The UK's first-ever hack event focused solely on drawing attention to transgender issues and opportunities.

# OTHER COMMUNITY INITIATIVES

Kotlin Android Development Workshop

Teaching through Story-telling

CV workshop

Gender Pay Gap Data Hack

Git workshop

Kotlin Android Development Workshop

Practical 3D for the Web

Gender Pay Gap Data Hack

codebar gamedev afterwork

An exciting introduction to Machine Learning & Data Science

Gender Pay Gap Data Hack

Intro to Git workshop

Having Fun with Data and Pandas

codebar Open Day

Burn It Down and Start Again: Principles of Modern JavaScript

Careers Panel

Working In a Purpose Driven Startup Panel

Careers at Compare the Market panel

Virtual Introduction to Go

# OTHER COMMUNITY INITIATIVES

Exploring Non Developer Roles in Tech Panel with Compare the Market

Intro to Git & Github Workshops

Literary Festival with The Pragmatic Bookshelf

Pathways into Science and Tech Panel with Amazon

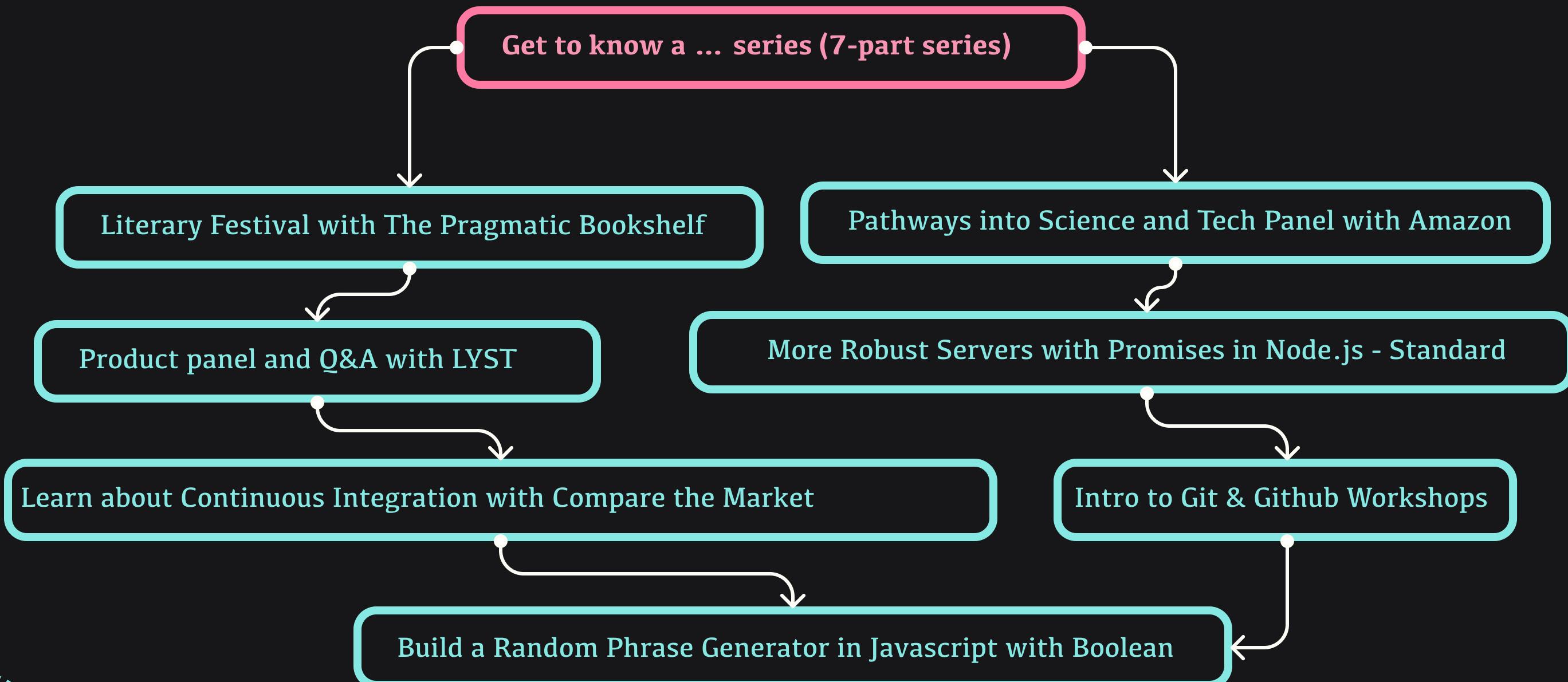
Product panel and Q&A with LYST

Build a Random Phrase Generator in Javascript with Boolean

More Robust Servers with Promises in Node.js - Standard

Learn about Continuous Integration with Compare the Market

# OTHER COMMUNITY INITIATIVES



# OTHER COMMUNITY INITIATIVES

Deploy an API using AWS services 'API Gateway' and 'Lambda'

Demystifying Public Speaking

Speedrunning Web Development: A Full Stack App In 10 Minutes

How to improve your technical writing

Ask an Artificial Intelligence Researcher Anything!

Let's talk about mobile development

Watch that scope - on Test Driven Development

Freelancing: Things To Know

# Thoughts from our Community: Coaches



“codebar is a genuine community and genuine people who aren't in it for anything else other than to drive change.”

Anonymous

“It's amazing to have a platform that connects students and coaches. My interaction with the students has demonstrated that there are lots of technical talent out there, who comes from non-tech backgrounds and this platforms gives those students an opportunity to move into tech.”

Anonymous



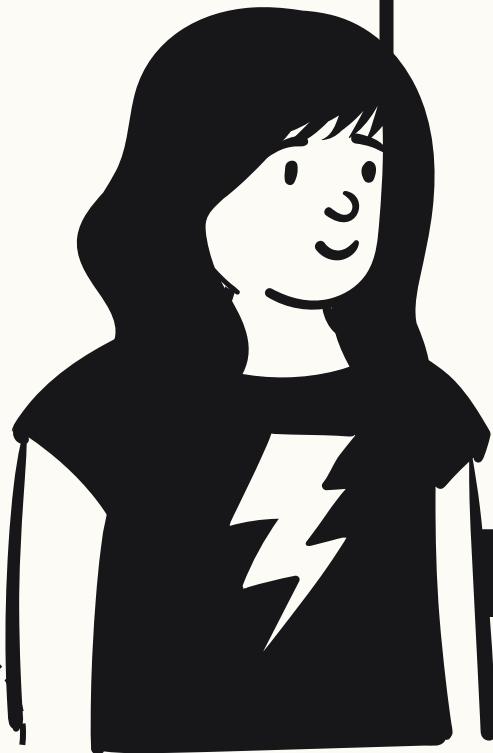


codebar

# Thoughts from our Community: Coaches



“From a coaching perspective, codebar has helped me feel more confident in my skills when I help someone else solve a problem. I also love seeing how people who are new to tech are so interested and excited about its capabilities and it's very infectious!”

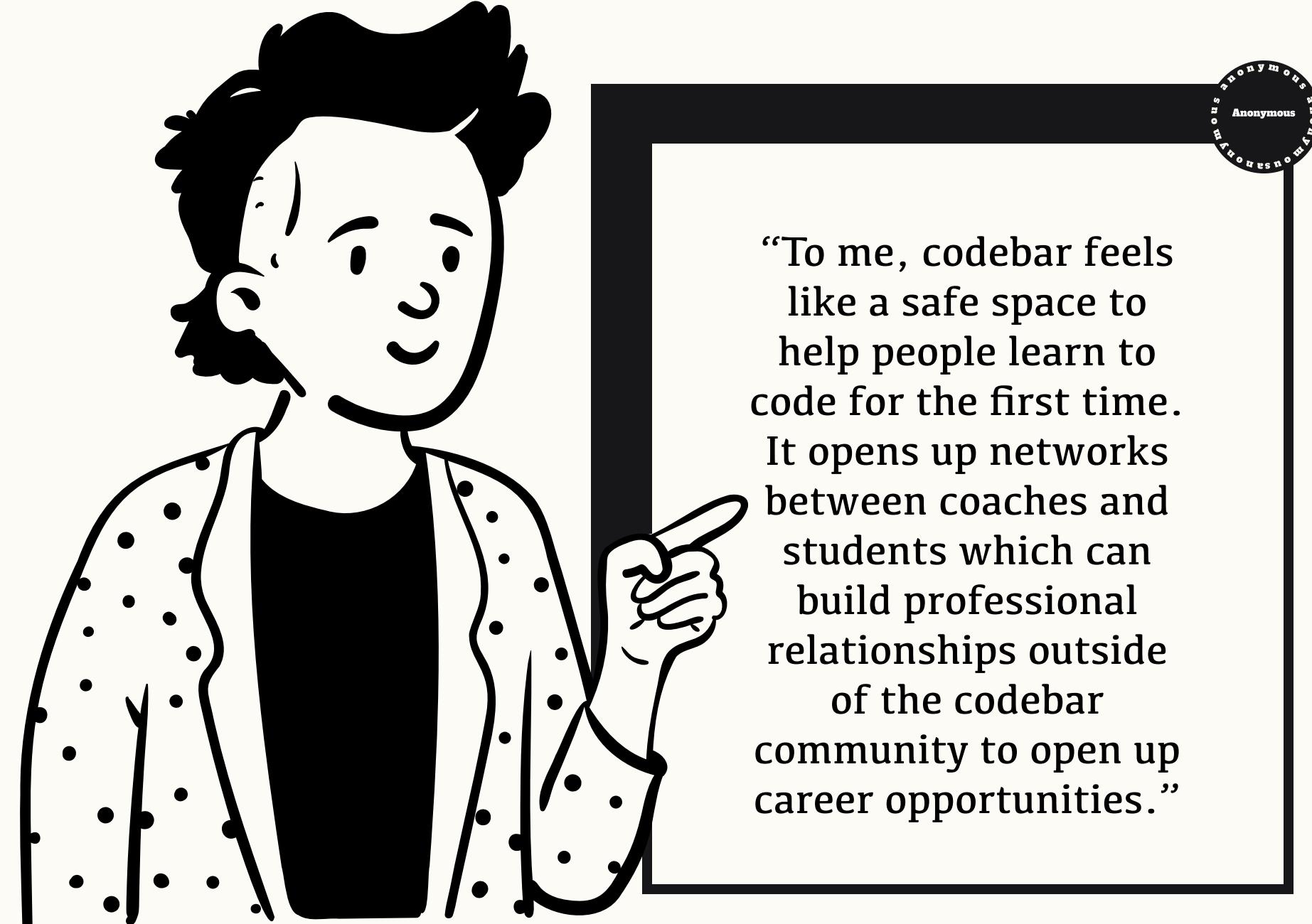


“codebar puts together learners and real developers.

I initially came to codebar as a student and I was stuck in tutorial hell. Having someone IRL explain things to me made learning so much easier.”

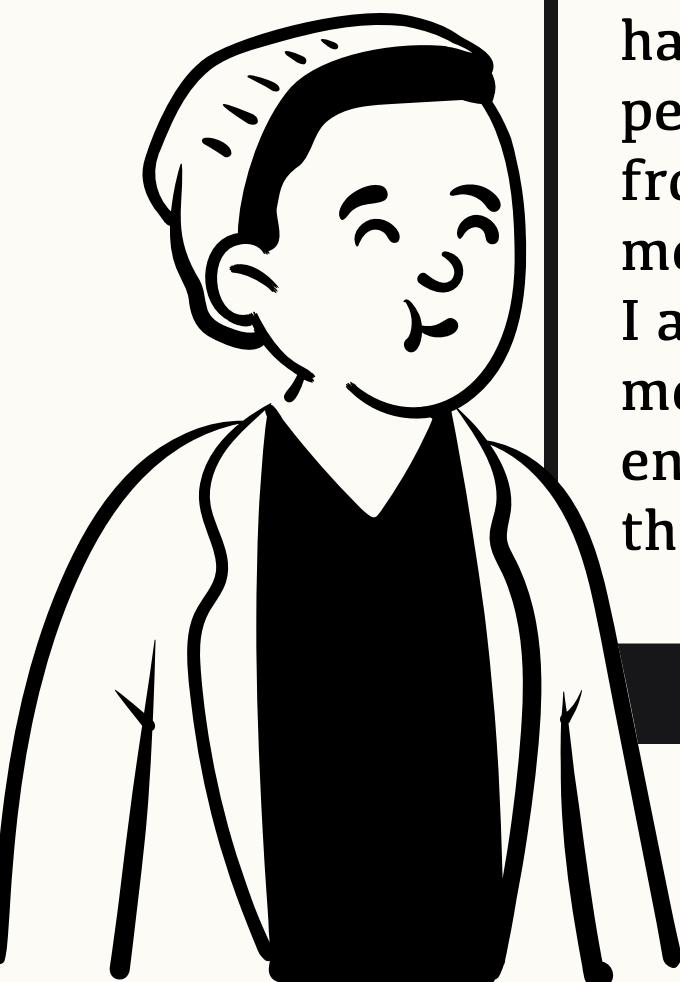


# Thoughts from our Community: Coaches





# Thoughts from our Community: Students



“I met role models. I saw that developers are socially engaged and willing to help others, instead of the 'autistic hacker' idea that many people have. I met people from companies, telling me I can do what they do. I am quite a bit older than most and still the encouragement was there: Go for it.”



“It's great that codebar continues to provide an open opportunity for people to try some tech and see what it's like. The more diverse the people within the industry the better the software is generated which can only help the industry.”

# Thoughts from our Community: Students



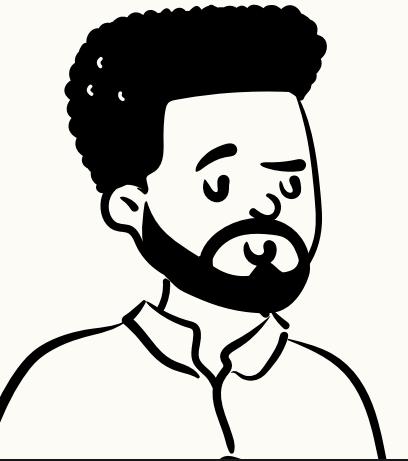
“I feel like i now have a place to go with my questions and a community that I can be part of where i see myself being represented. This is the first time that i've found this and i'm so excited to continue being a member.”

Anonymous



“I found the teaching and space to be inclusive and gentle which is exactly what I needed to start learning.”

Anonymous



“Codebar coaches are extremely dedicated, respectful, friendly and experienced individuals who really encourage students and are willing to give up their time to give advice and support that makes a massive difference to students.”

Anonymous

# Thoughts from our Community: Career Switchers



“I managed to gain confidence to complete most of my university tasks and apply for tech roles. Got help with interview readiness which has helped me land an internship with Marsh as a Cyber Security Analyst.”



“I found my current job through Codebar festival. I've met a wide range of incredibly knowledgeable and empathic mentors who have helped me with all aspects of my career development. It has made me feel more like I belong in tech and that my presence is valuable there.”



# Thoughts from our Community: Career Switchers



“I have gone from being a student (having been encouraged by people at work to go), to organising my local chapter and now coding full time for my job. codebar had a huge role in that, making me feel there was a place in the tech community for me and increasing my confidence that I could be a developer.”

“Before codebar I was an Elementary School teacher. I attended out of curiosity and it led me to find a more complete course in coding and eventually found a job in the industry.”



# Thoughts from our Community: Career Switchers



**What's  
next for  
codebar  
?**



# **What's next for codebar ?**

**We've had an amazing 9 years, and we're excited to keep providing opportunities for minorities to break into tech in 2023 and beyond. codebar has made a huge difference to the tech industry so far - placing thousands of people in tech jobs and building an inclusive community. There's still lots more we can do to address the industry's diversity issue, and as an organisation that puts our community first, we'll be working closely with our members to evolve our offerings.**

# What's next for codebar ?

We'll be operating a hybrid model going forward. Our in-person workshops will continue to expand globally, with new locations set to start soon. Our virtual events shall continue, with more one-off custom events with companies in the pipeline. We'll be running codebar Festival again in 2023, with a bigger job fair element.

Our close work with our sponsors will continue, using their knowledge and expertise to help our community join the tech industry.

If you're keen to get involved or support our mission of making tech more inclusive then please get in touch at: [hello@codebar.io](mailto:hello@codebar.io)

**Everyone at codebar wants to say the biggest thank you to every single person who has ever attended, or volunteered at one of our events. We would not have been able to teach over 14,000 people if it were not for your amazing support of everything we do. You really are the backbone to everything we do!**

**We also want to give a big thank you to all the companies who have supported us over the last 9 years, your support of our mission has made tech a more inclusive industry to be involved in.**

**We look forward to many more years of teaching people to code for free.**

THANK  
YOU



codebar