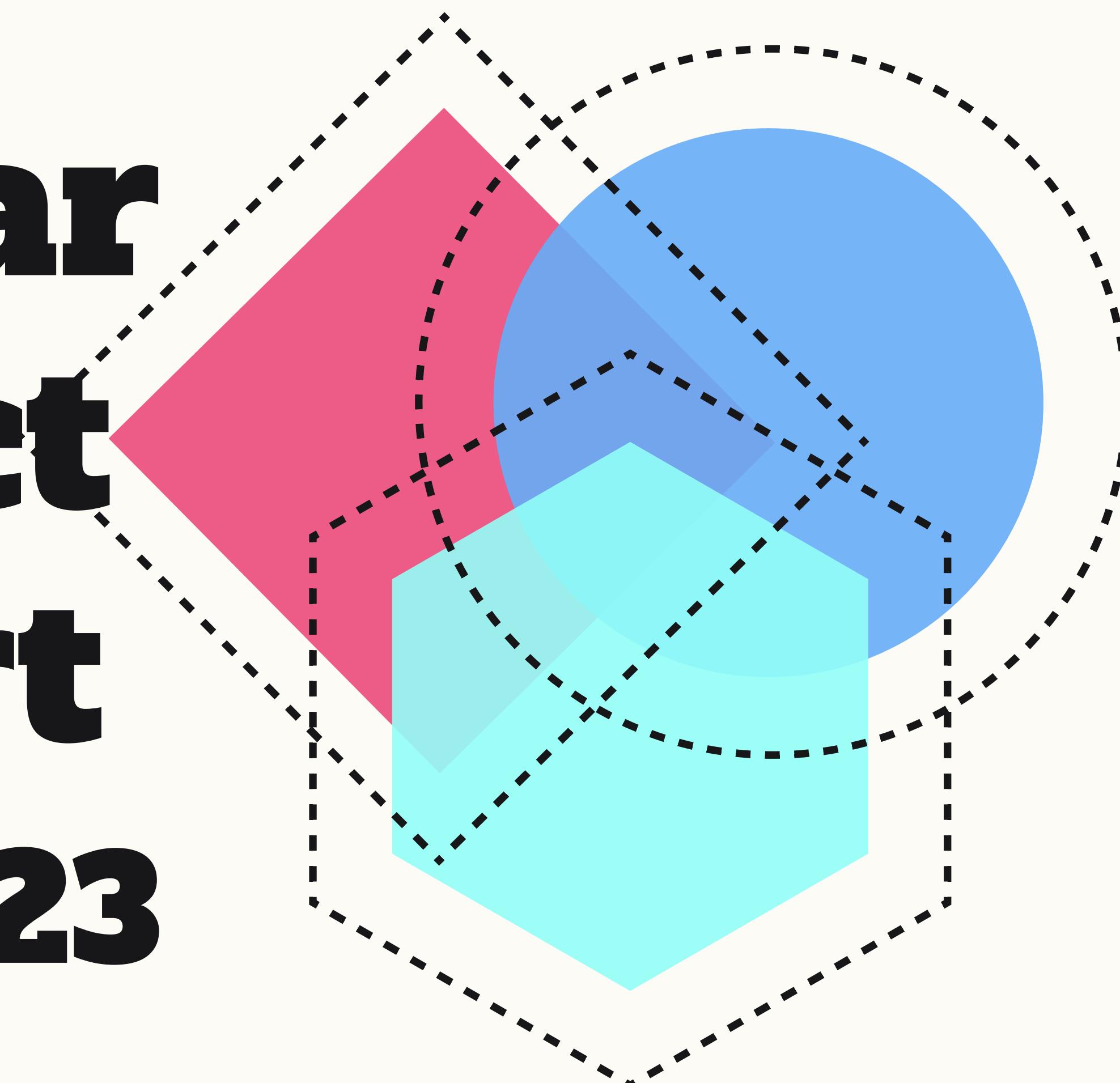


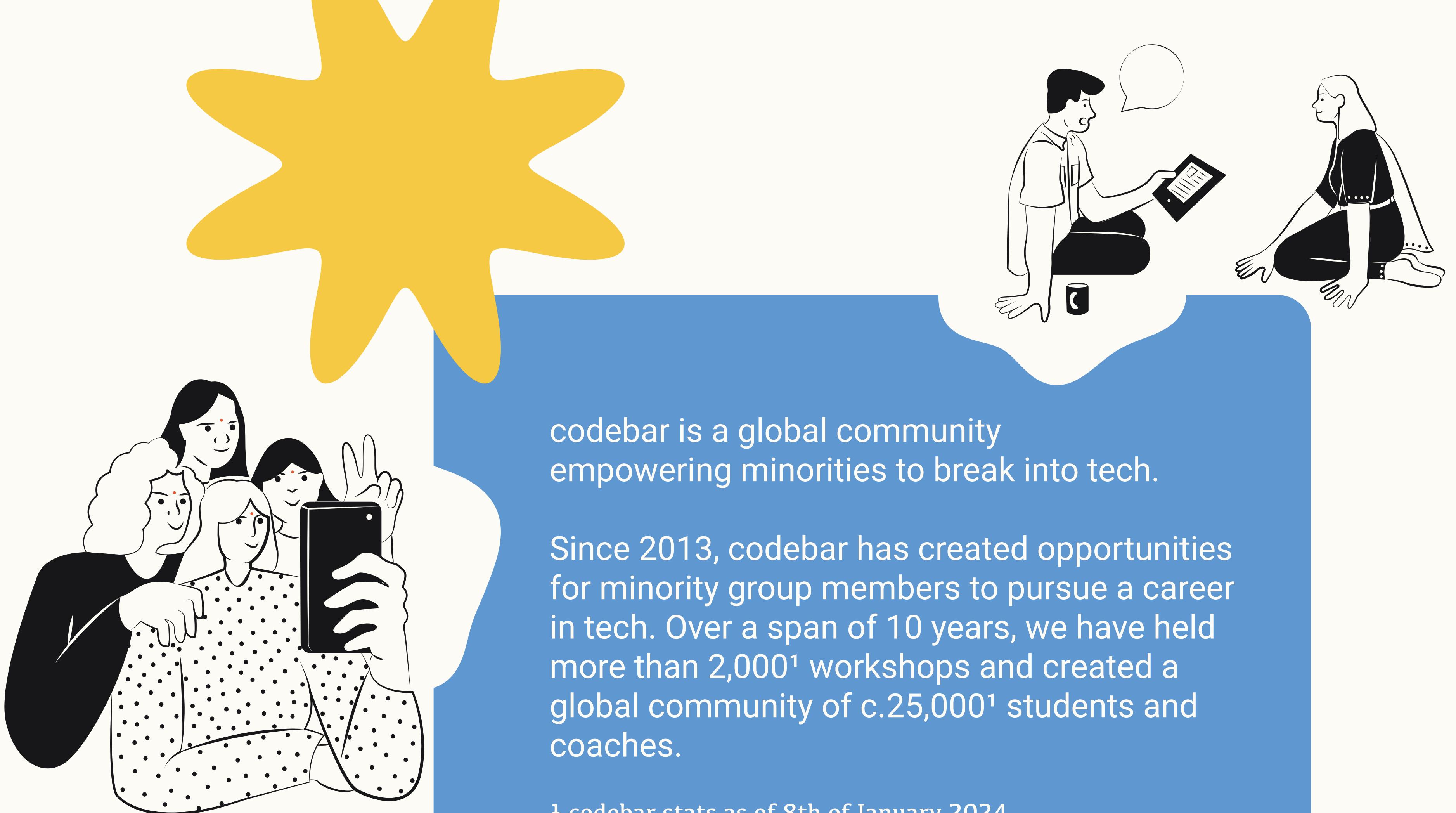
# codebar

# Impact

# Report

# 2023





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 2,000<sup>1</sup> workshops and created a global community of c.25,000<sup>1</sup> students and coaches.

<sup>1</sup> codebar stats as of 8th of January 2024  
<https://stats.codebar.io>

**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.**

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

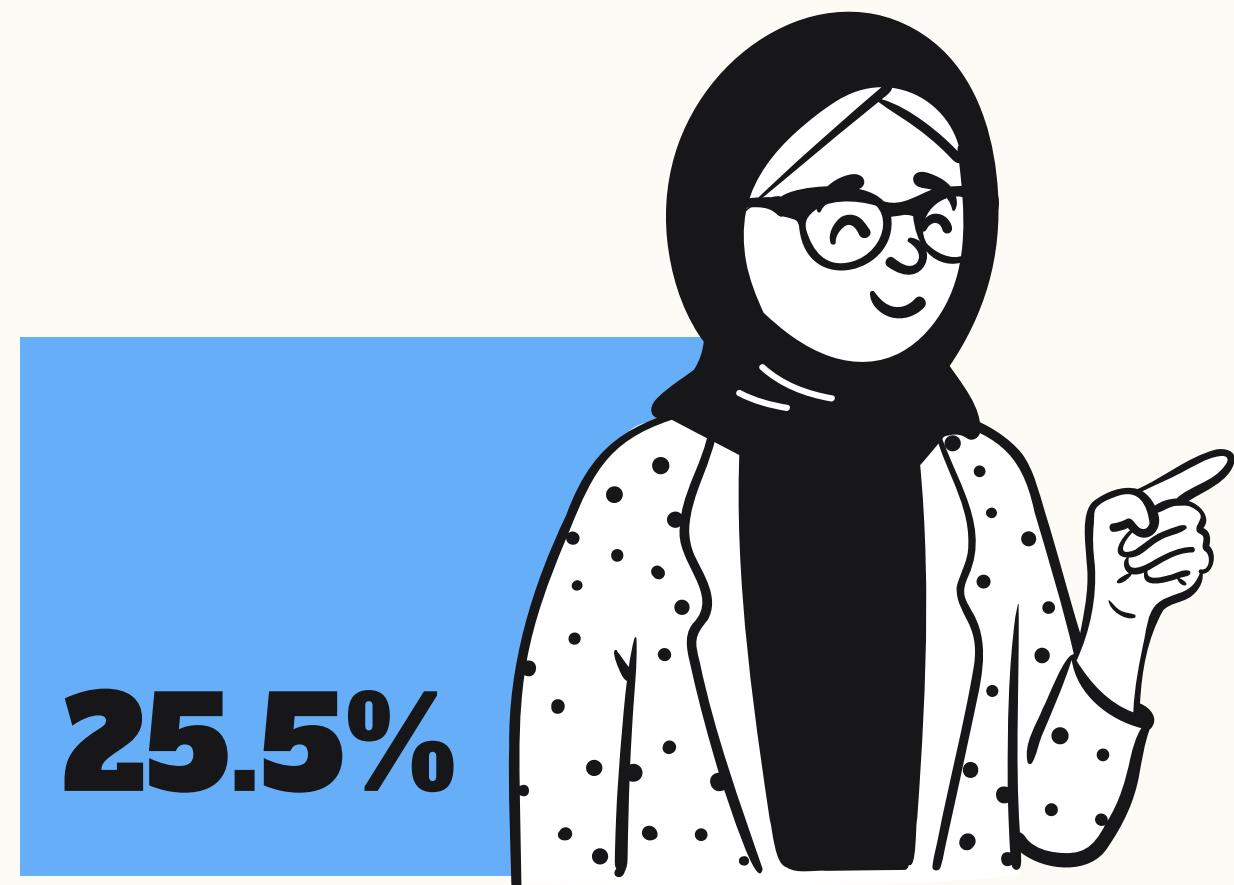
Ethnic minorities make up only 15.2%<sup>1</sup> of the tech labour market in the UK, while women are just slightly above that at 25.5%<sup>1</sup>. Diversity is still a major issue in the tech industry despite being one of the world's fastest growing fields.

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.

**15.2%**



**25.5%**



<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



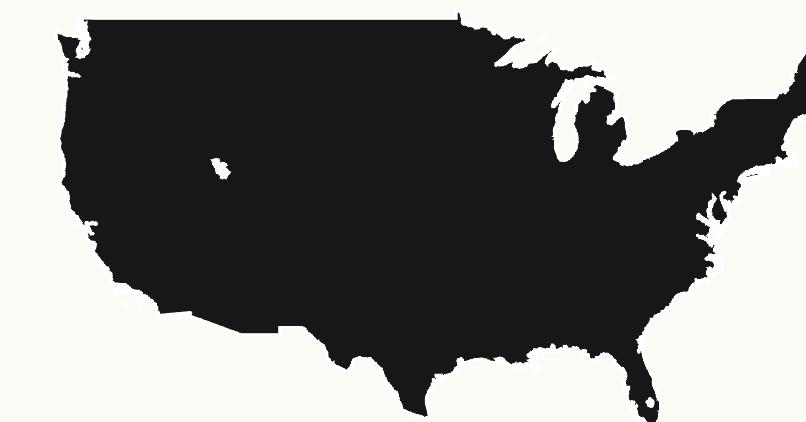
## United Kingdom

Birmingham  
Brighton  
Bristol  
Cambridge  
Edinburgh  
Glasgow  
Kent  
London  
West London  
Manchester  
Norwich  
Oxford  
Peterborough  
Reading  
Southampton  
Virtual UK



## United States of America

Boston  
Houston  
New York City  
Savannah

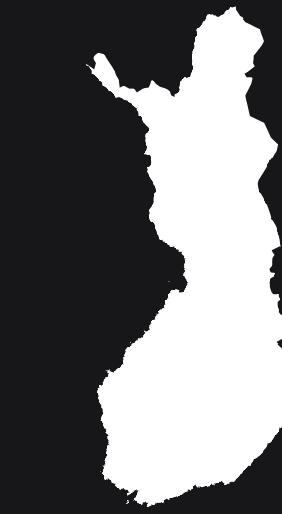


**18,385** students and  
**6,512** coaches in 33  
chapters worldwide

# Our Global Community



**BELGIUM**  
**BRUSSELS**



**FINLAND**  
**HELSINKI**



**FRANCE**  
**PARIS**



**GERMANY**  
**BERLIN**



**NETHERLANDS**  
**AMSTERDAM**



**NORWAY**  
**DRAMMEN**  
**OSLO**



**SPAIN**  
**BARCELONA**

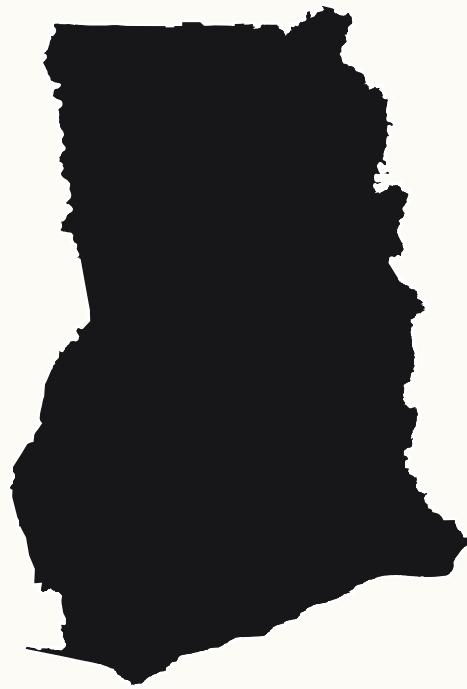


**SWITZERLAND**  
**GENEVA**



**18,385**  
students  
and **6,512**  
coaches in  
33 chapters  
worldwide

# Our Global Community



**GHANA**  
**ACCRA**



**KENYA**  
**NAIROBI**



**CHINA**  
**SHANGHAI**



**NIGERIA**  
**LAGOS**

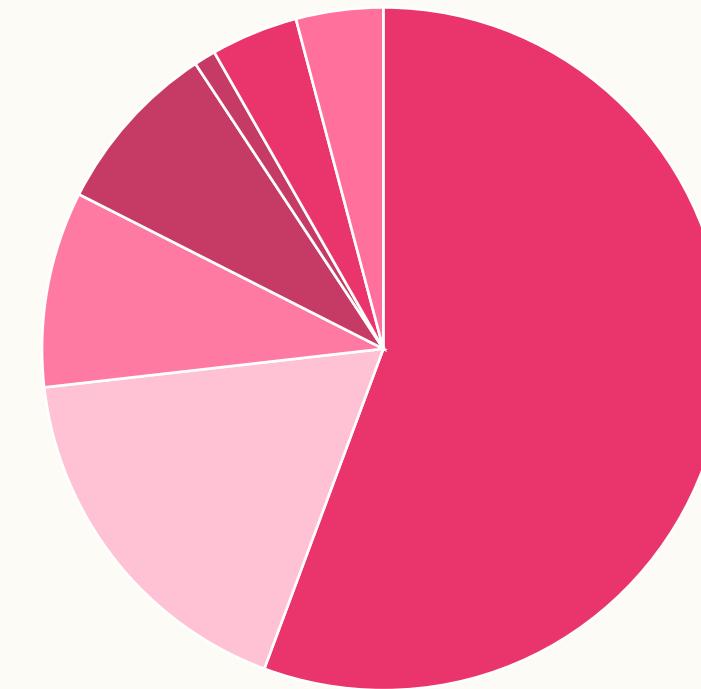
18,385 students and  
6,512 coaches in 33  
chapters worldwide

# Our Global Community

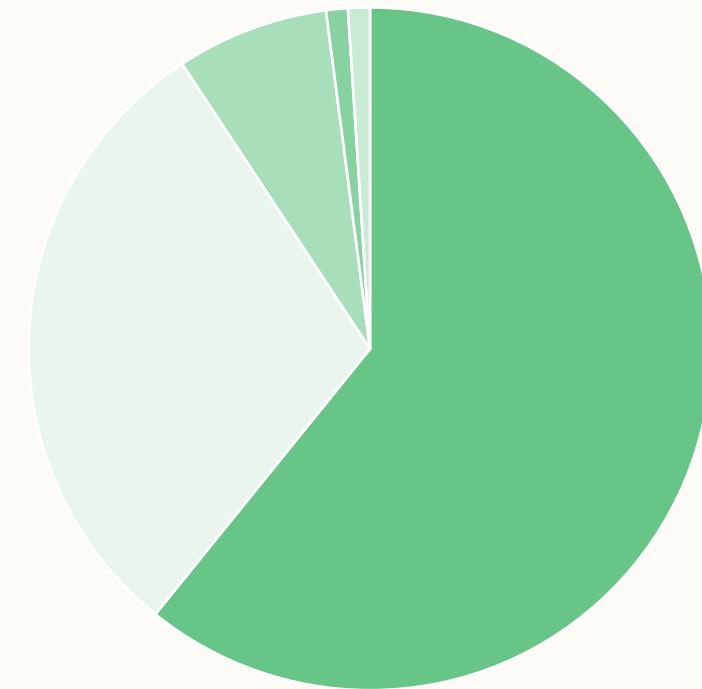
We work to create a safe and inclusive space for all, regardless of ethnicity, gender and sexual orientation.

C.90% of community members have given us a 5 star rating after a workshop.

## Ethnicity



## Gender



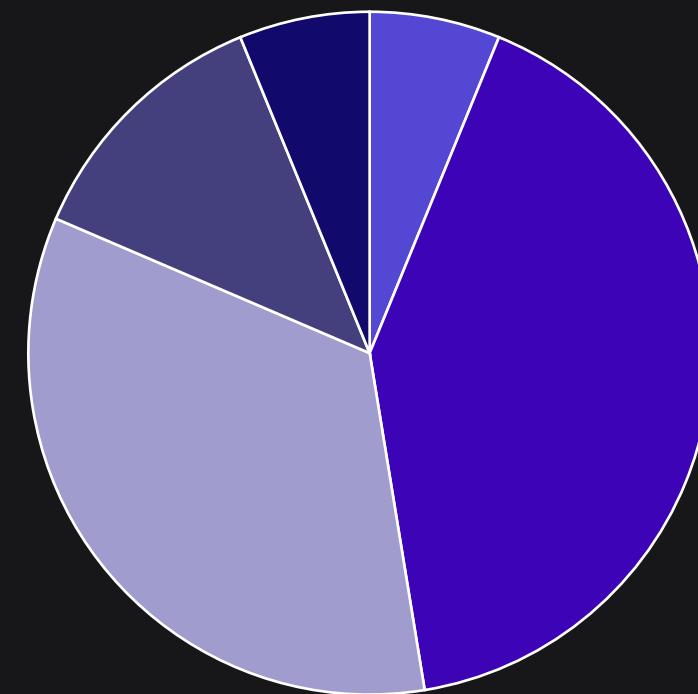
# Our Global Community

9

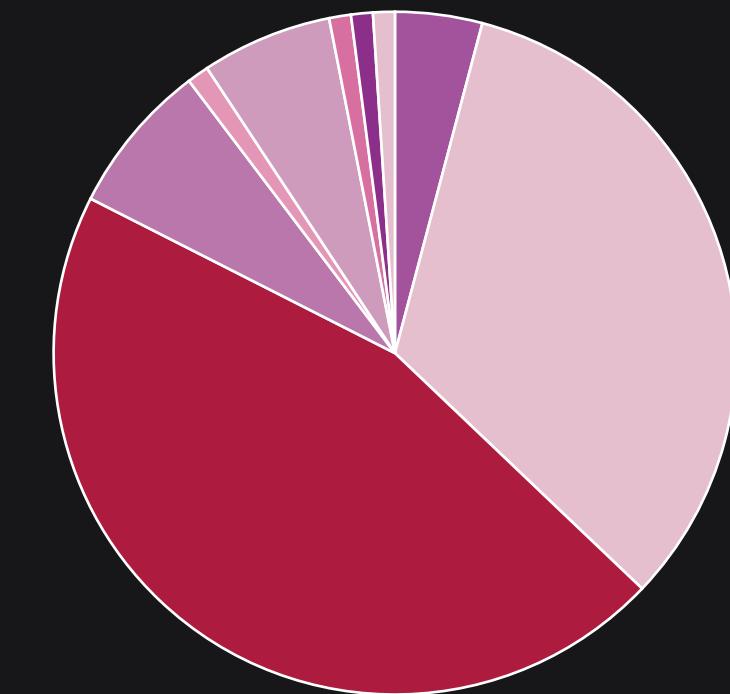
**51%** describe our  
community as  
**passionate and**  
**or inspirational**

Our members  
embrace learning at  
every stage of life.

## Age



## Highest Level of Education



6.2%	18-24	4.1%	PhD
41.2%	25-34	33.0%	Master's Degree
34.0%	35-44	45.4%	Bachelor's Degree
12.4%	45-54	7.2%	Diploma
6.2%	55 and above	1.0%	IB Diploma
		6.2%	GCE A level
		1.0%	GCE O level
		1.0%	Other
		1.1%	Undefined



# Our Global Community

**23%** identified as part of  
the **LGBTQIA+**  
community



**53%** felt that  
codebar has also made  
a positive impact to  
their **confidence**

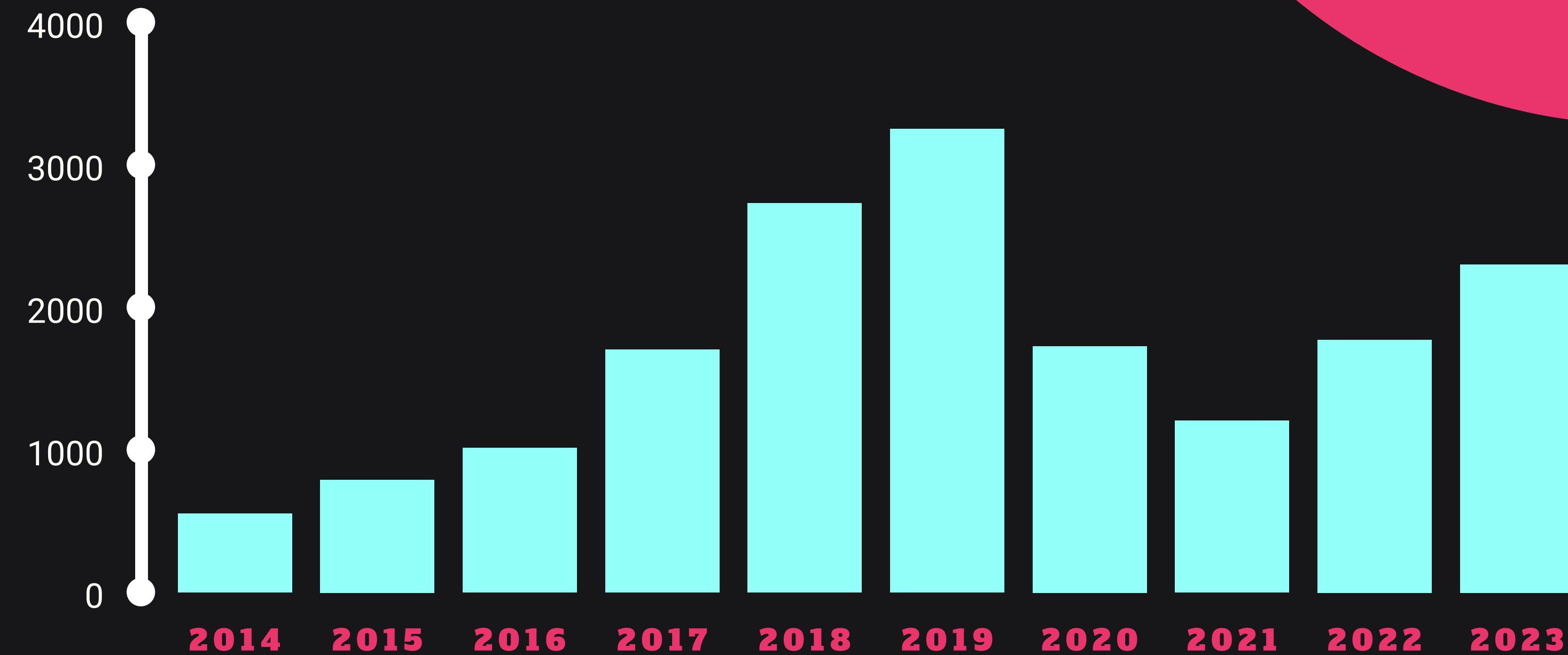
# Our Global Community

**55%** 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:



**63%** find that our community is **helpful** and **or specialised**

# Our Global Community

12



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

**Kimberley Cook,  
Director of codebar**



codebar

# 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.



**671 industry  
partners in  
10 years**





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

# INDUSTRY PARTNERS

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 News, Bigger Opportunities**

At the FT, gold-standard journalism is just the beginning. Their Product and Tech team keeps them ahead of the ever-changing digital landscape by delivering cutting-edge products to over one million digital subscribers every day. Their plans for growth rely on a diverse, dedicated and dynamic group of product, tech, delivery and data specialists - everyone's welcome in their friendly, forward-thinking team.



# Big News, Bigger Opportunities

Hosted  
2 panels

Hosted 4 in-  
person  
workshops  
(and  
counting)

Employed  
2 people  
through  
codebar  
Festival



FINANCIAL  
TIMES

# 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 5 years. In that time, they have collaborated with us on events, educational initiatives, and even provided avenues for our community members to further their training.

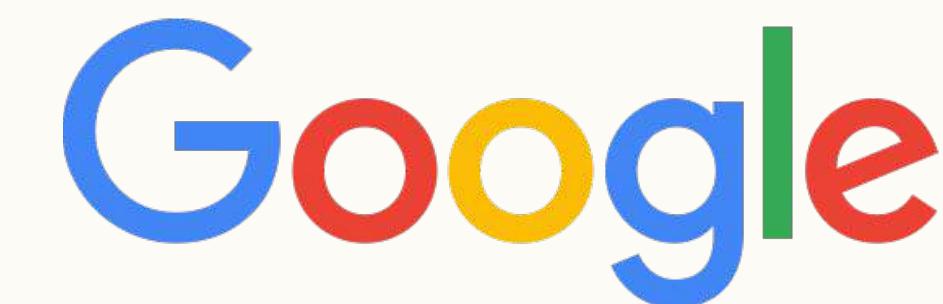
**Hosted  
10 workshops**

**Ran 4 one-off events in  
their London office,  
including uncodebar 2023**

**Gave 29 codebar members  
full scholarships to their  
bootcamp**



# We've also worked with:



# CASE STUDIES



# Case Studies

**54%** of our community did not work in tech before codebar

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.

**1/3** of codebar students go onto a career in tech

# 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 programming 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 and Git. Companies partner with us to host these workshops at their space, therefore helping aspiring developers expand their industry exposure early in their careers.

**2,035**  
workshops  
and counting.

# codebar Festival

## Three-year Festival Statistics

**1,900** total attendees

**5,895** messages sent

**9.5** post-event survey score

## codebar Festival

- Coding
- Career
- Wellness

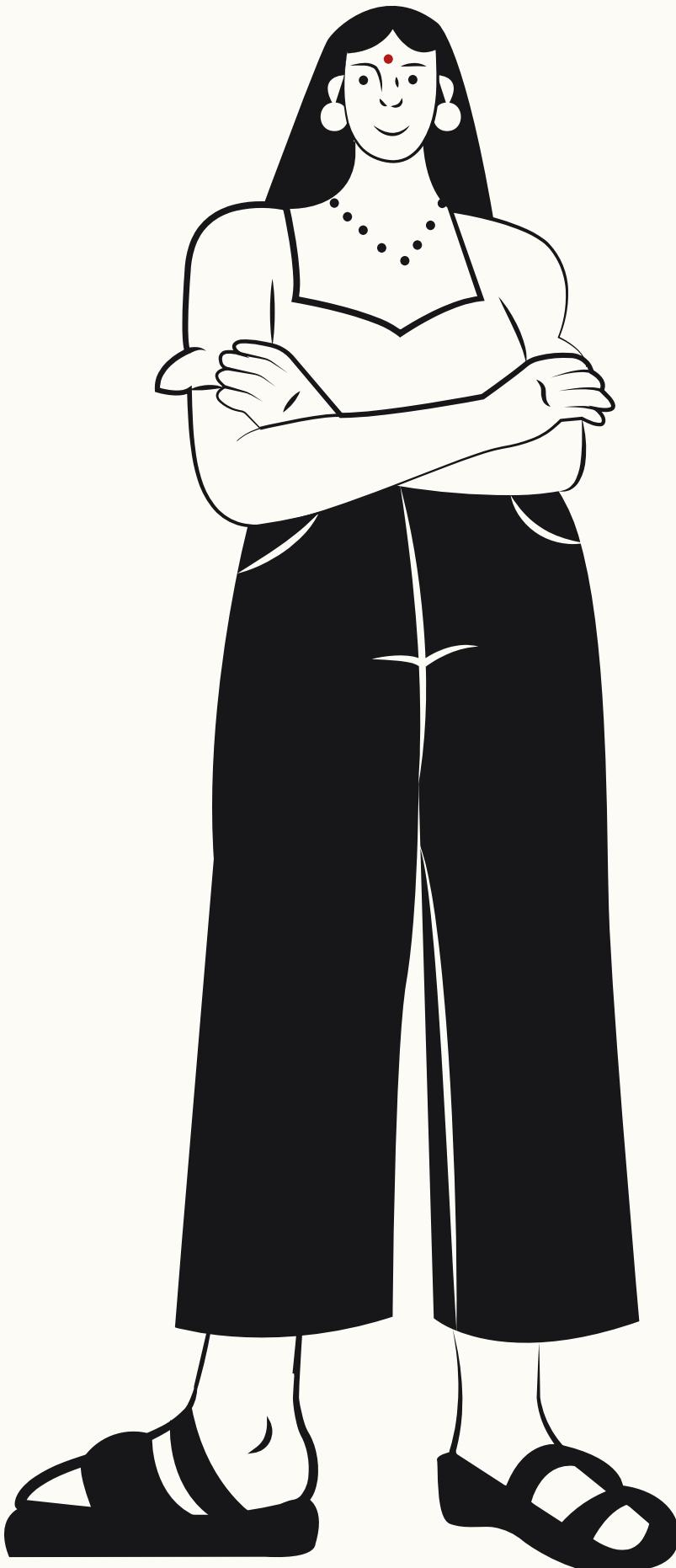
First organised in 2021, codebar Festival is our annual 5 day hybrid event that focuses on 3 key areas - coding, career and wellbeing. Attendees get to attend talks, panels and workshops. They also get to network and apply for openings through the festival's job fair.

After three successful years of running codebar Festival we are excited to be running it again in 2024.

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

# CODEBAR FESTIVAL

24



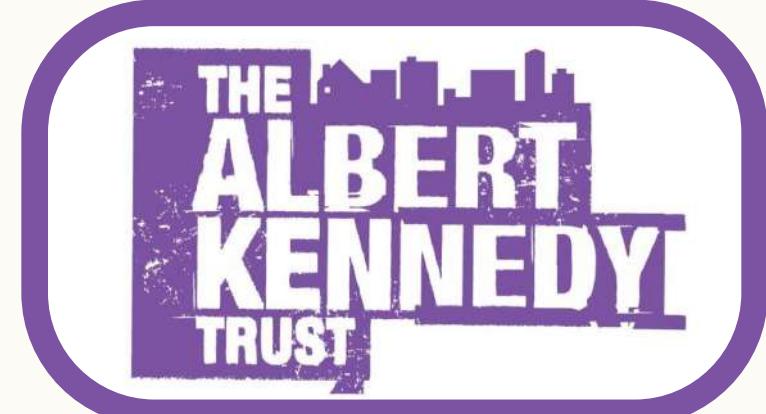
Through  
codebar  
**Festival, we  
have raised  
£2,500 that has  
gone to these  
charities:**

BLACK  
GIRLS  
CODE

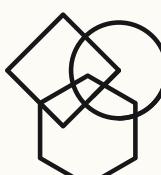
SUP  
ERC  
ELL



pennyappeal.org®



unicef 



codebar

# UNCODERBAR

25

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

Now in its 9th 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. In 2023 we were so excited to bring this special event to more locations - Glasgow and Barcelona.



codebar

# OTHER COMMUNITY INITIATIVES

# Other Community Initiatives

## 24 Pull Requests

Our annual open source event dedicated to helping students contribute to open source. Held at the beginning of December.

## Build your own Portfolio website

## 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.

## Intro to DevOps

## Intro to Android Dev

## Intro to React Native

## Ladies that UX

## Micro:bit workshop

## Mind the Code

A full-day event dedicated to coding exercises and yoga

## Panel

How to Land your First Developer Role

## Trans\*Code

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

## Intro to iOS

# Other Community Initiatives

An exciting introduction to Machine Learning & Data Science

Burn It Down and Start Again: Principles of Modern JavaScript

Careers at Compare the Market panel

Careers Panel

codebar gamedev afterwork

codebar Open Day

CV workshop

Gender Pay Gap Data Hack

Git workshop

Having Fun with Data and Pandas

Kotlin Android Development Workshop

Practical 3D for the Web

Teaching through Storytelling

Working In a Purpose Driven Startup Panel

Virtual Introduction to Go

# Other Community Initiatives

Build a Random Phrase Generator in Javascript with Boolean

Literary Festival with The Pragmatic Bookshelf

Exploring Non Developer Roles in Tech Panel with Compare the Market

More Robust Servers with Promises in Node.js - Standard

Intro to Git & Github Workshops

Pathways into Science and Tech Panel with Amazon

Learn about Continuous Integration with Compare the Market

Product panel and Q&A with LYST

# 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

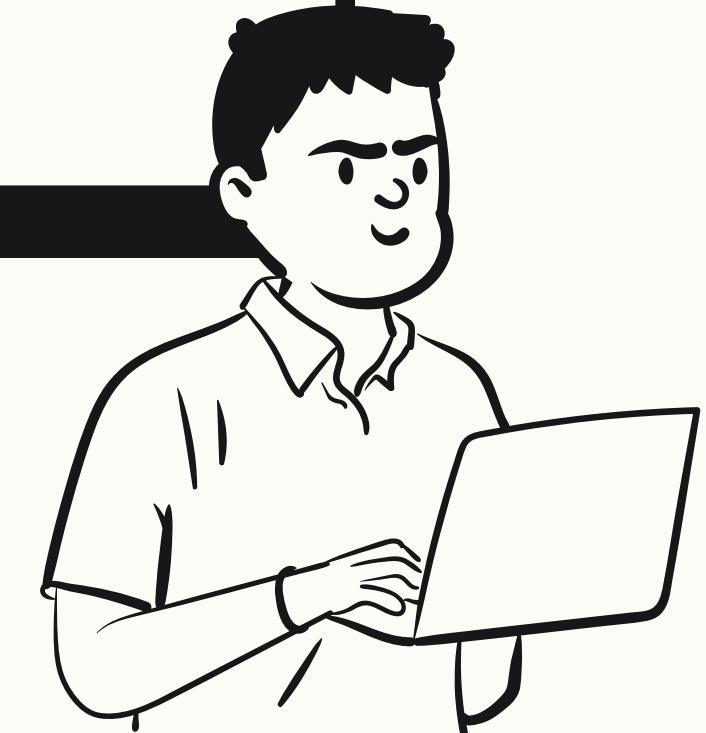


“codebar is a genuine community and genuine people who aren't in it for anything else other than to drive change.”

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.”

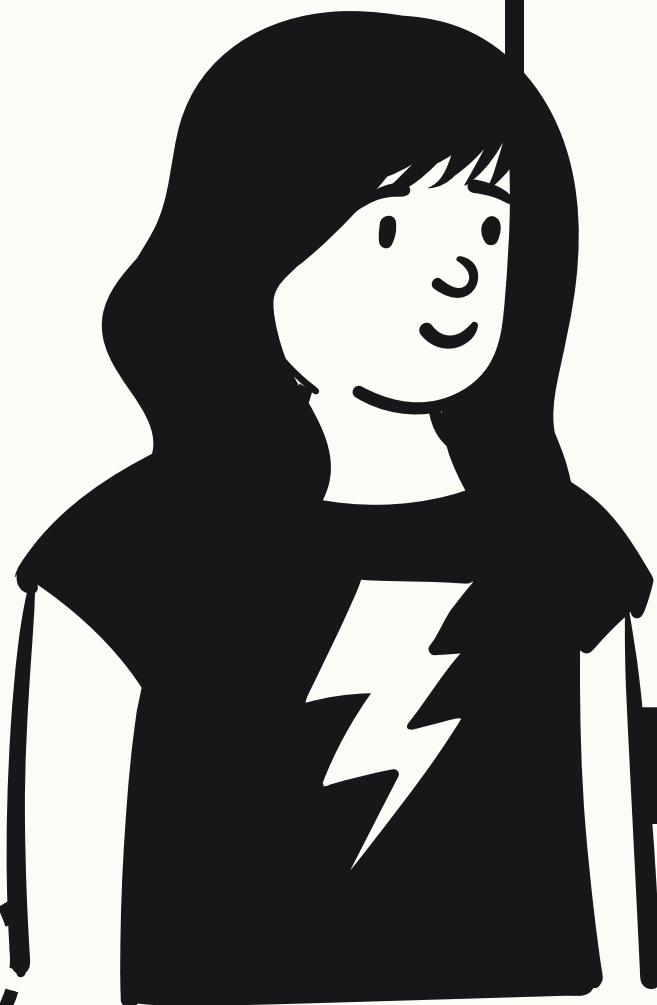
Anonymous



# 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!”

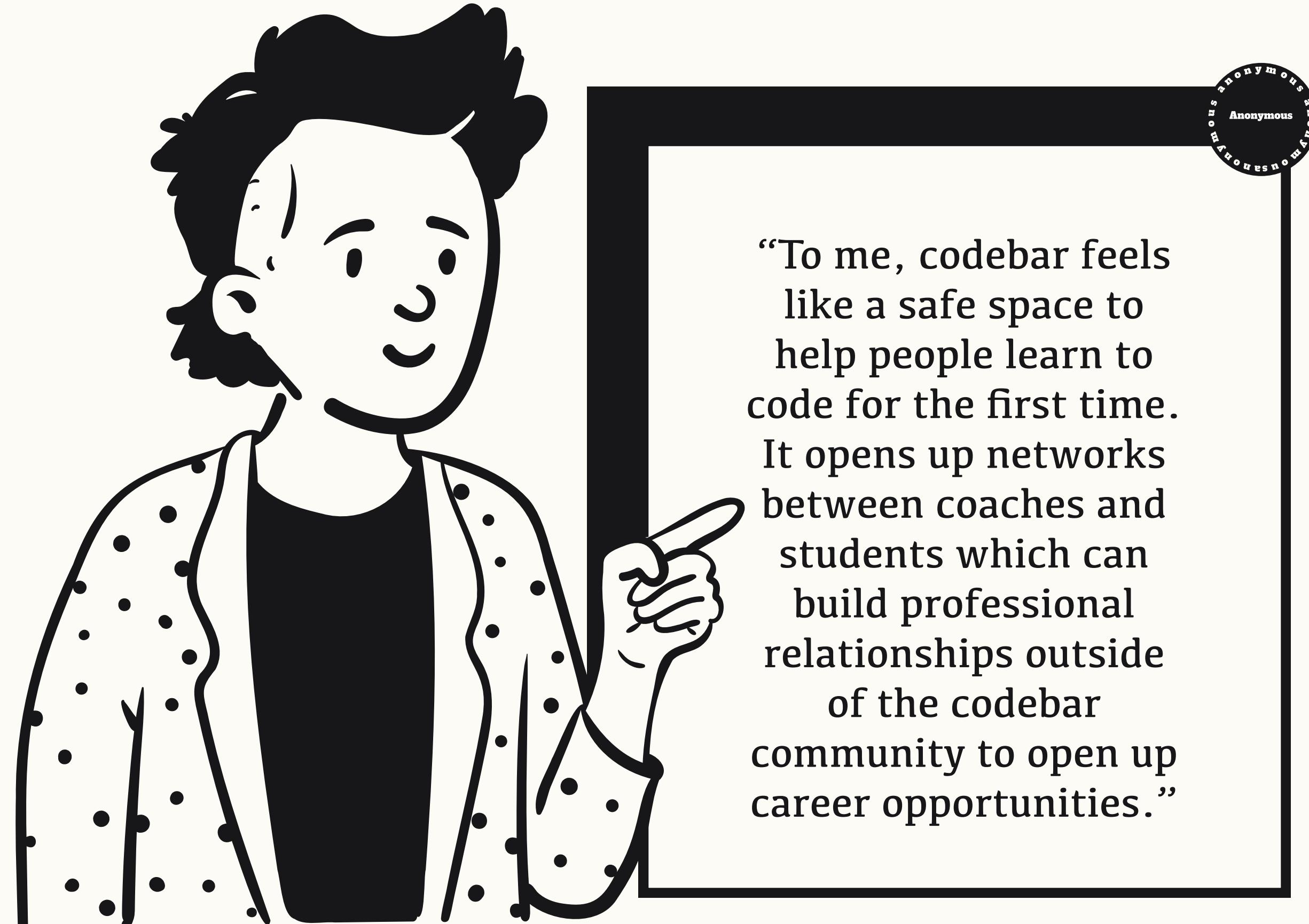


“codebar puts together learners and real developers.

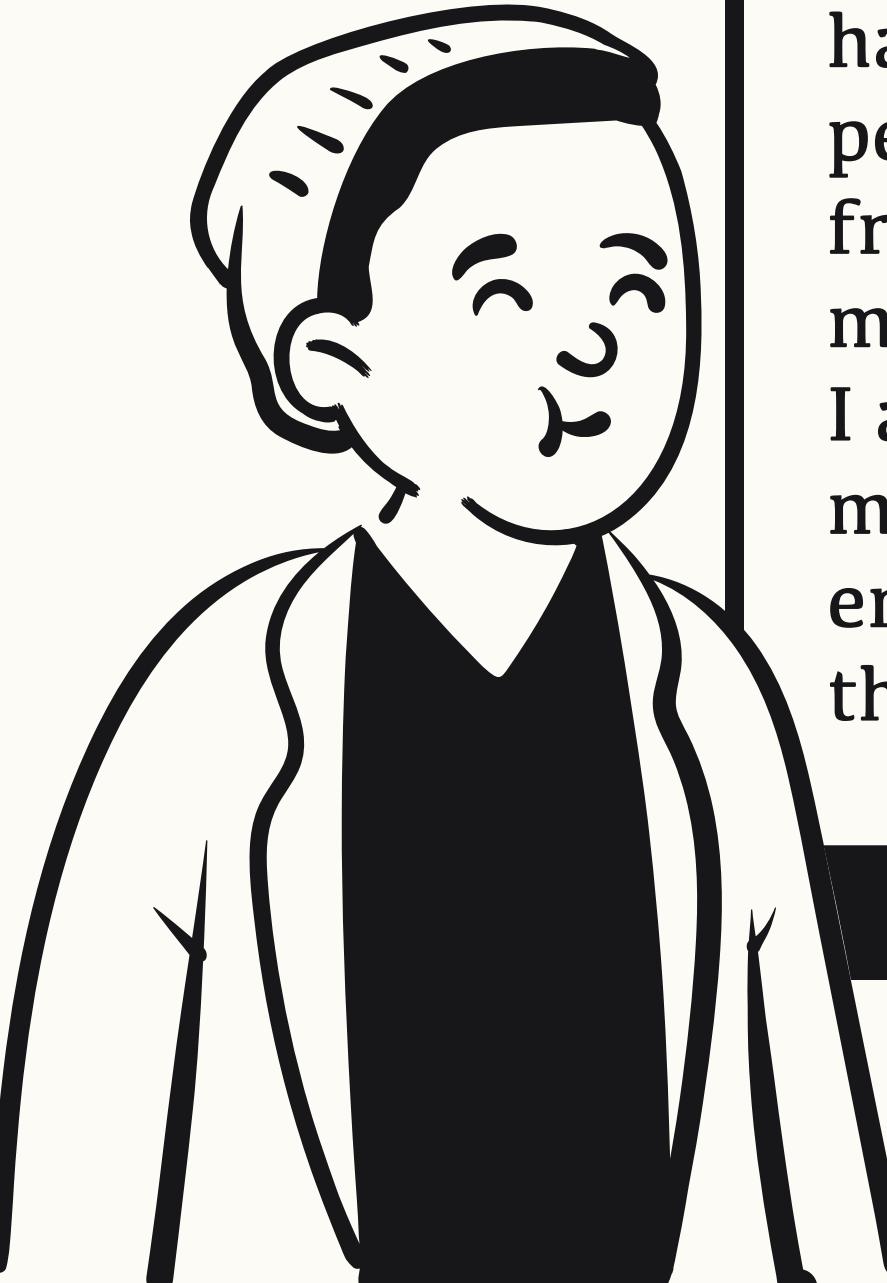
I initially came to codebar as a student and I was stuck in tutorial hell. Having someone IRL explain things to me made learning so much easier.”



# 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



# 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 10 years, and we're excited to keep providing opportunities for minorities to break into tech in 2024. codebar has made a huge difference to the tech industry so far - placing thousands of people in tech jobs and building an inclusive and supportive 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.

One big focus for us in 2024 is offering more career opportunities to our community. Getting the first job is always the hardest, so we're going to work closely with some of our amazing partners to offer more career opportunities for our community.



# What's next for codebar ?



We'll be running codebar Festival again in 2024, as well as expanding the locations where our unconference - uncodebar - happens. Bringing it to Glasgow and Barcelona in November.

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 18,000 students 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 10 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**