REDI
SCHOOL

ReDI

"STOP TALKING ABOUT REFUGEES. START TALKING WITH REFUGEES."

REDI SCHOOL

← **LET'S START THE CONVERSATION**

ANNE KJAER RIECHERT
Co-founder & CEO

FERDI VAN HEERDEN
Co-founder

PAULINA MUNOZ
Career Development

MIREIA NADAL
Head of Community Development

FADI ZAIM
Outreach Manager

← **SHAREHOLDERS & ADVISORS**

LANA ZAIM
Shareholder

ÖZLEM BURAN
Shareholder

JOANA BREIDENBACH
Shareholder

STEPHAN BREIDENBACH
Shareholder

LILIAN BREIDENBACH
Shareholder

INTEGRATION

ANNE KJAER RIECHERT

FITTING IN OR STANDING OUT?

"TOGETHER, WE CAN BREAK DOWN BORDERS AND BUILD A FUTURE THAT IS UNLIMITED."

"Migration is here to stay," the speaker from UNHCR declared at the "Science 4 Refugees" conference at the European Commission. When I look around the room I am surrounded by what should have been the future of Syria, Afghanistan, Iran, Iraq. Young bright minds eager to engage, share, and learn. What a gift to Europe, but what a loss to the world that their career paths have been derailed, sometimes for years. Hopefully not for a lifetime. I am reminded of my "global family" back home in Berlin, and feel at home amongst these young pioneers.

Leaving your home country, friends, and sometimes family behind to seek a better future in a new culture requires incredible human strength. It takes courage, vision, hard work, resilience, competence, communication, and networked thinking. Personality traits that all our students have. These human characteristics also happen to be the most commonly used adjectives to describe Nobel Prize Laureates. What a gift to the world if we can ignite this human potential for the common good. This is what ReDI School is all about—a mission above and beyond teaching our students to code.

The biggest encouragement and joy of working with ReDI School has been the outstanding people that are part of our community: from students and alumni to teachers, mentors, speakers, partners — and last but certainly not least, my extraordinary team taking care of the ReDI platform behind the scene. Within a year, we have grown to be a community of more than 300 people, from all around the world, connected through the common goal of using technology to connect human potential with opportunity, with respect and in dignity.

Together, we can break down borders and build a future that is unlimited. Thank you all for being part of the journey—and if you have not joined yet—a warm welcome on board!

ANNE KJAER RIECHERT 17 March 2017
CEO & Co-founder ReDI School of
Digital Integration

From
FADI ZAIM
Outreach Manager
and
MIREIA NADAL
Head of Community
Development

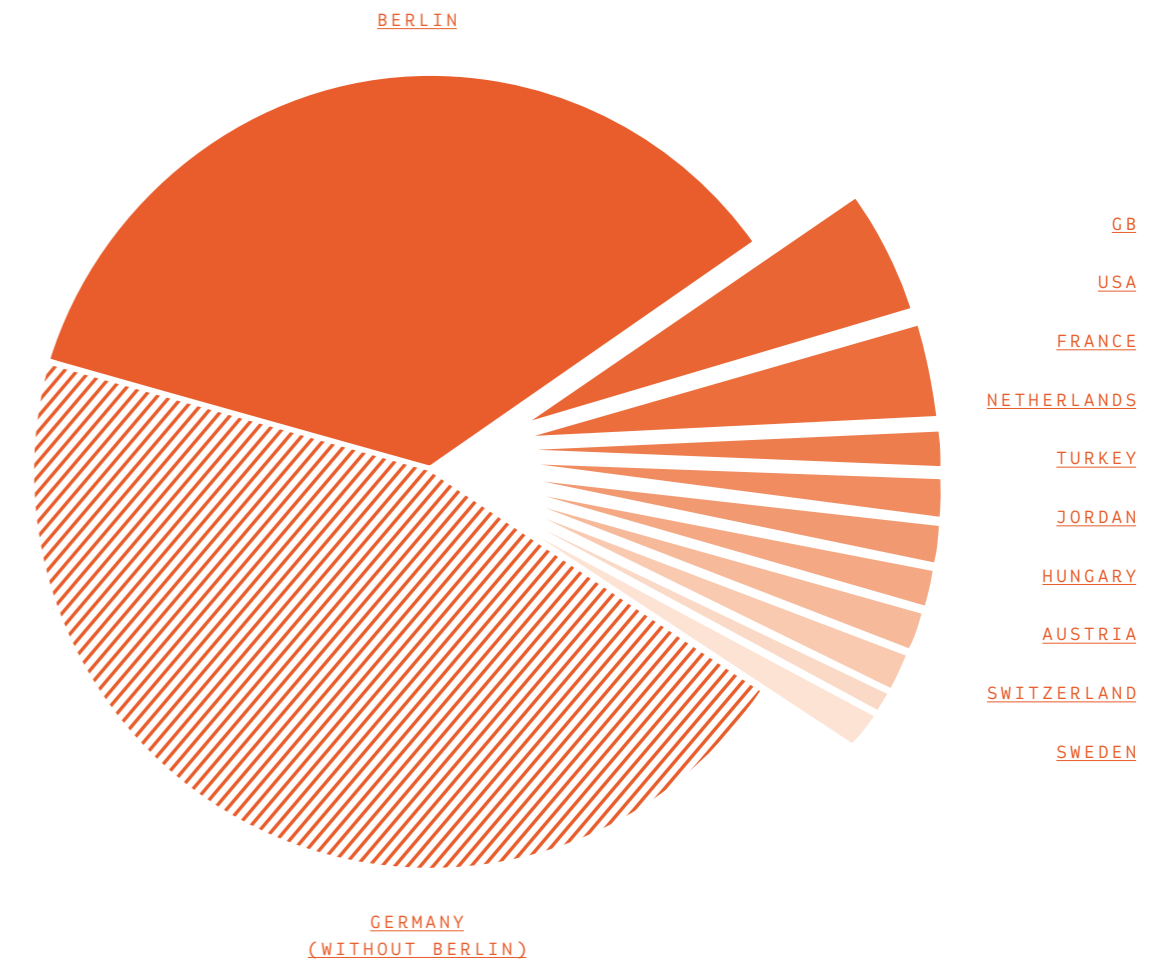LOCATIONS OF
**DIGITAL INTEGRATION
PROJECTS**

WHENEVER WE THINK OF REDI, we immediately envision the stories of every person that made it possible: the dedicated volunteers, the generous and involved teachers, the flexible and always-ready-to-help sponsors, and each and every one of the students.

IN SIMPLE TERMS: A COMMUNITY

BERLIN

GB
USA
FRANCE
NETHERLANDS
TURKEY
JORDAN
HUNGARY
AUSTRIA
SWITZERLAND
SWEDEN

GERMANY
(WITHOUT BERLIN)

ReDI is far more than a programming school. It is a lens through which the larger society can see an alternative, hopeful, and positive vision of new-comers in our society—and equally a lens through which newcomers can find hope and opportunity in a new and unfamiliar environment. It is a learning journey for all of its members: it is a first approach to different cultures; an opportunity to show who you are beyond labels and, for almost all of us, an incredibly humbling experience. We are convinced that, whether they are continuing their studies, joining an IT company as interns, or continuing to fight for their dreams, our alumni are now one step closer to taking full control over their lives. After all, this is what inclusion and co-creation is about.

SOURCE: BETTERPLACE LAB

REDI IS SCHOOL AND HOME, WORK AND FAMILY

PLAYFUL / RELIABLE / USEFUL / CARING
SPIELERISCH / ZUVERLÄSSIG / NÜTZLICH / SORGSAM

REDI IST SCHULE UND ZUHAUSE, ARBEIT UND FAMILIE

WHAT YOU KNOW AND WHO YOU KNOW are the key ingredients to success.

WAS MAN WEISS UND WEN MAN KENNT, sind die wesentlichen Zutaten zum Erfolg.

ReDI School is no ordinary tech school. While many of our core activities take place inside the classroom, the true potential of our program is reached outside any particular four walls. Based on an awareness that key ingredients to success include both "what you know" and "who you know," ReDI's curriculum involves project-based courses taught by tech practitioners, in addition to a larger program of mentorship and industry support. This two-fold system of education and professional assistance serves to generate unique opportunity in business and technology for newcomers in Europe —providing the knowledge, skills, and network students need to achieve their dreams. ReDI is proud to be both a school and a home, work and family.

HISTORY AND TEACHING PHILOSOPHY

We were conceived in 2015 by a team convinced that technology can bring us together to build new solutions to old problems. We kicked off our first pilot program in December 2015 with two courses and 12 students. By spring, we had grown to six

ReDI School ist keine gewöhnliche Techniker-Ausbildungsstelle. Während viele unserer Kernaktivitäten im Klassenzimmer stattfinden, wird das wahre Potenzial unseres Programms außerhalb der Wände erreicht. Auf der Grundlage der Erkenntnis, dass die wesentlichen Zutaten zum persönlichen Erfolg nicht nur aus „was man weiß", sondern auch aus „wen man kennt" bestehen, umfasst der ReDI-Lehrplan projektorientierte Kurse von Technikern, sowie ein umfassendes Programm mit Mentoren und Unterstützung aus der Industrie. Dieses zweiteilige System aus Bildung und professioneller Anleitung dient dazu, eine einzigartige Chance in Beruf und Technologie für Neuankömmlinge in Europa zu schaffen: die Bereitstellung von Wissen, Fähigkeiten und einem Netzwerk, welche die Studierenden benötigen, um ihre Träume zu verwirklichen. ReDI ist stolz darauf, sowohl eine Schule als auch ein Zuhause, Arbeit und Familie zu sein.

GESCHICHTE UND PHILOSOPHIE

Wir wurden im Jahr 2015 von einem Team initiiert, das davon überzeugt war und ist, dass die Technologie

classes with 42 students and by summer to 10 classes with 60 students. When our most recent winter semester wrapped up in January 2017, we were thrilled to celebrate the achievements of 137 students in 17 unique courses, including a robotics class for youth. Our curriculum is largely project-based—aimed at helping students gain and demonstrate hard skills that they can use in the real world.

Courses range from basic computer instruction to advanced programming and app development, supplemented with classes on entrepreneurship and job-seeking to ensure students can continue their progress after graduation. Classes are taught by practitioners rather than academics and are enriched by "TechTalks" from industry leaders and visits to tech companies. With more than a full year of teaching now under our belt, we are primed to continue growing in both number and impact in 2017 and beyond.

DIVERSITY DRIVES BUSINESS INNOVATION

At ReDI we believe integration starts with "Hello". Conversation and co-creation is at the core of everything we do, and we bring our community of students, teachers, and partners together as often as possible to be inspired and learn together. That way new connections are made and often long-term friendships are created. Integration is indeed a two-way process, building bridges and testing new ideas, which benefits all. We believe in creating win-win-win situations. If it is good for business, if it is good for the student, and it is good for the world—then we are on to something great!

WIR GLAUBEN AN EINEN DREIFACH VERKNÜPFTEN ERFOLG, EINE WIN-WIN-WIN-SITUATION.

uns zusammenbringen kann, um neue Lösungen für alte Probleme zu schaffen. Wir haben unser Pilot-programm im Dezember 2015 mit zwei Kursen und 12 Schülern begonnen. Im Frühjahr waren wir bereits auf sechs Kurse mit 42 Studierenden und im Sommer auf 10 Kurse mit 60 Studierenden gewachsen. Als unser jüngstes Wintersemester im Januar 2017 begann, konnten wir begeistert die Teilnahme von 137 Studie-renden in 17 verschiedenen Kursen, darunter sogar eine Robotik-Klasse für Jugendliche, feiern. Unser Curri-culum ist weitgehend projektbezogen, um den Studie-renden gezielt konkrete Fähigkeiten zu vermitteln, die ihnen in der Arbeitswelt zu Gute kommen.

Unsere Kurse reichen von der grundlegenden Computer-Anleitung bis hin zur fortgeschrittenen Programmierung und App-Entwicklung, ergänzt durch Kurse zur Unter-nehmensgründung und Job-Suche, um sicherzustellen, dass die Studierenden ihre Entwicklung nach dem Abschluss fortsetzen können. Kurse werden von Tech-nikern anstelle von Akademikern unterrichtet und durch „TechTalks" mit Führungspersönlichkeiten aus der Industrie, sowie Besichtigungen an Technologie-Unternehmen unterstützt. Mit mehr als einem ganzen Jahr Unterricht und Erfahrung, sind wir nun vorberei-tet, weiter an Größe und Einfluss zu gewinnen; im Jahr 2017 und darüber hinaus.

VIELFALT FÖRDERT GESCHÄFTSINNOVATION

Bei ReDI glauben wir, dass jede Integration mit einem „Hallo" beginnt. Konversation und Zusammenarbeit bilden den Mittelpunkt unserer Arbeit. Und wir brin-gen unsere Gemeinschaft von Studierenden, Ausbildern und Partnern so oft wie möglich zusammen, um gegenseitig inspiriert zu werden und gemeinsam zu lernen. Auf diese Weise werden neue Kontakte her-gestellt und oft werden daraus sogar langfristige Freundschaften geschaffen. Integration ist für uns ein gegenseitiger Prozess; Brücken bauen und neue Ansätze entwickeln, die Vorteile für alle Beteiligten bieten. Wir glauben an einen dreifach verknüpften Er-folg, eine Win-Win-Win-Situation: wenn etwas gut für die Wirtschaft ist, wenn es gut für den Studieren-den ist, und wenn es dann noch gut für die Welt ist, dann sind wir auf einem großartigen Weg!
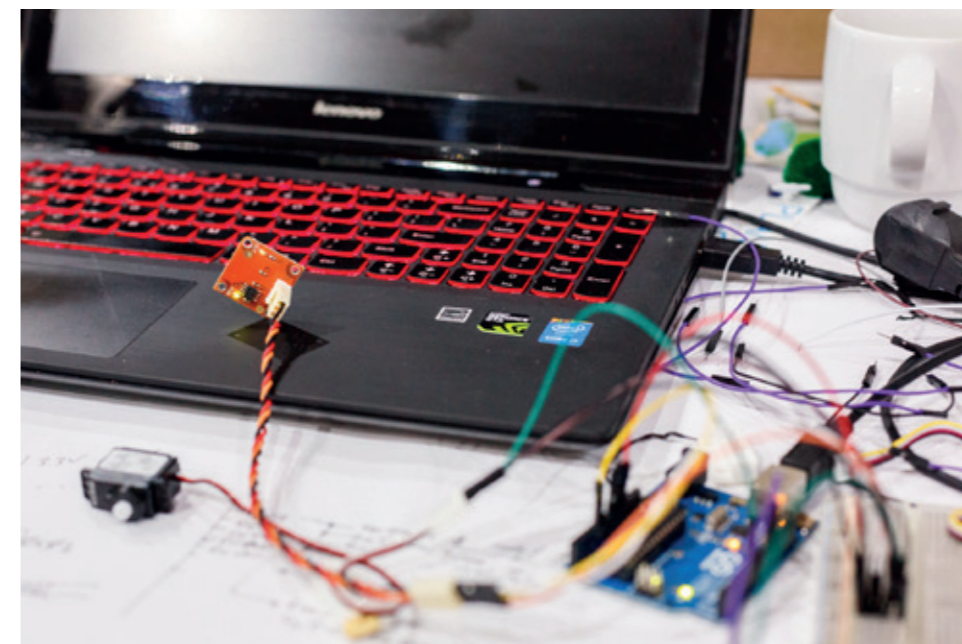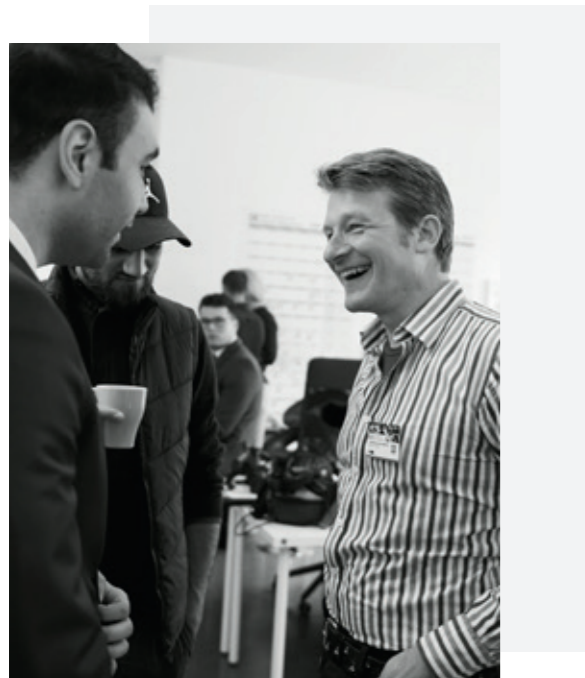
RAMI RIHAWI talks to his Klöckner & Co colleague PATRICIA MEISSNER

RAMI RIHAWI spricht mit seiner Klöckner & Co Kollegin PATRICIA MEISSNER

AT REDI
WE BELIEVE INTEGRATION STARTS WITH
HELLO.

BEI REDI GLAUBEN WIR, DASS JEDE INTEGRATION MIT EINEM HALLO BEGINNT.

BUSINESS PARTNERS CAN HELP IN FOUR DIFFERENT WAYS

→

01. PLATFORM PARTNERS

Directly support the overall administration and coordination of the ReDI school. This includes location, hardware and software, student recruitment, teacher recruitment and training, curriculum development, TechTalks, community events, DemoDays, career coaching of students, alumni network, PR, and social media, public affairs, advocacy and much more. Platform sponsors are the engine that keeps ReDI School going. Direct sponsorship of the ReDI platform supports sustained impact over time and gives companies major exposure to other partners, to global thought leaders as well as extensive coverage in press and social media.

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02. PROGRAM PARTNERS

Provide content, staff support, and sometimes location to deliver specific IT-classes. The classes can be aimed at specific technical requirements needed in the company. Three-month courses are provided, taught by employees (2-3 people) of the company and its partners. Program sponsors are the fuel that transforms ReDI students into future colleagues. For companies, it is the most immediate way to align student outcomes with the organisational need of recruiting and developing talent.

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03. PROJECT PARTNERS

Provides students with the opportunity to work on real-life challenges and build tech solutions (prototypes, websites or apps) with the partner company and their employees. Projects can last from a few weeks up to three months and are a great opportunity to provide broad-based exposure and impact to ReDI students.

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04. PLACEMENT PARTNERS

Provide ReDI students with paid internships and on-the-job experiences with a pathway to employment provided during or after the program. A placement partnership should be considered in the context of longer term recruitment goals and success criteria for the engagement.

Partnering with ReDI School is an investment with social as well as financial impact. We like to work closely with our partners over time to make plans that fit around the our partner's strategy and needs.
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GESCHÄFTSPARTNER KÖNNEN UNS AUF VIER UNTERSCHIEDLICHEN WEGEN UNTERSTÜTZEN

→

01. PLATTFORM PARTNERSCHAFT

Unterstützen Sie direkt die Verwaltung und Koordination der ReDI School. Dazu gehören Standortausstattung, Hardware und Software, Studierendenrekrutierung, Lehrerrekrutierung und Schulung, Entwicklung der Lehrpläne, TechTalks, gemeinsame Veranstaltungen, DemoDays, Karrierecoaching von Studierenden, Alumni Netzwerkbildung, PR und Social Media-Auftritte, Wahrnehmung öffentlicher Belange, Interessenvertretung und vieles mehr. Plattform-Sponsoren sind der Motor, der die ReDI-School am Laufen hält. Die direkte Förderung der ReDI-Plattform macht eine nachhaltige Wirkung über einen längeren Zeitraum möglich und stellt die Unternehmen anderen Partnern und globalen Führungspersönlichkeiten; sie führt auch zu umfangreicher Berichterstattung in Presse und Social Media.

→

02. PROGRAMM PARTNER

Diese unterstützen uns durch die Bereitstellung von Inhalten, Hilfe für das Team und manchmal Räumlichkeiten, um bestimmte IT-Kurse durchzuführen. Die Kurse können auf spezifische technische Erfordernisse im jeweiligen Unternehmen abgestimmt werden. Dabei veranstalten diese Unternehmen in der Regel drei-Monats-Kurse durch Mitarbeiter (2-3 Personen) des Unternehmens und seiner Partner. Programmsponsoren sind der Treibstoff, der ReDI-Studierende zu zukünftigen Kollegen macht. Für Unternehmen ist es die unmittelbarste Möglichkeit, die Leistungen der Studierenden mit den eigenen organisatorischen Anforderungen bei der Rekrutierung und Entwicklung von Talenten zu koordinieren.

→

03. PROJEKT PARTNER

Unsere Projekt Partner bieten den Studierenden die Möglichkeit, mit dem Partnerunternehmen und dessen Mitarbeitern an echten alltäglichen Herausforderungen zu arbeiten und technologische Lösungen (Prototypen, Webseiten oder Apps) zu entwickeln. Solche Projekte können von ein paar Wochen bis zu drei Monaten dauern und sind eine großartige Gelegenheit, den ReDI Studierenden Einblicke und Erfahrungen im beruflichen Umfeld zu gewähren.

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04. BESCHÄFTIGUNGS-PARTNER

Hier werden den ReDI-Studierenden bezahlte Praktika und on-the-job Erfahrungen mit einer Aussicht auf eine Beschäftigung während oder nach dem Programm zur Verfügung gestellt. Es empfiehlt sich, eine Beschäftigungspartnerschaft im Rahmen von längerfristigen Rekrutierungszielen und auf Basis von Erfolgskriterien für das Engagement in Betracht zu ziehen.

Eine Partnerschaft mit der ReDI-School ist eine Investition mit sozialen und finanziellen Auswirkungen auf Gegenseitigkeit. Wir arbeiten gerne eng mit unseren Partnern zusammen, um Ausbildungspläne zu machen, die konkret auf die Geschäftsidee und die Bedürfnisse unserer Partner ausgerichtet sind.

→

01. ACCESS TO TALENT

Several of our students have been employed by our partners during or after the course, securing diversity in the company by recruiting talented students who have been screened through real-life interactions.

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02. HUMAN RESOURCES DEVELOPMENT

"Teaching is the best way to learn" and our corporate volunteers have proven that over time, developing their leadership skills through teaching and mentoring. Many of our volunteers have even received internal promotions. Some of them several times!

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03. BUSINESS INNOVATION

At ReDI we work with cutting edge innovation processes and lean entrepreneurship methodologies. In addition, our students are a source of inspiration for our partner companies, providing insights and ideas from an outside perspective resulting in concrete business outcomes.

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04. CORPORATE SOCIAL RESPONSIBILITY AND BRAND POSITIONING

By working with ReDI School companies show authentic leadership and good corporate citizenship through direct impact on the refugee situation in Germany. Our partners can demonstrate positive economic and social impact through capacity building for refugees.

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05. PR & PUBLIC AFFAIRS

The ReDI approach to integration has attracted attention from media and policymakers in Germany and around the world. We frequently get asked for media interviews and get visitors from academics, high ranking thought leaders, and political influencers. In every interaction we like to demonstrate concrete impact and human connection through authentic storytelling involving our students and partners.

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06. FUN

Lots of it!

→

01. ZUGANG ZU TALENTEN

Mehrere unserer Studierenden wurden bei unseren Partnern während oder nach dem Kurs fest angestellt und sichern dort die Vielfalt im Unternehmen durch die Rekrutierung talentierter Studierender, die sehr ungewöhnliche Lebenserfahrungen einbringen können.

→

02. ENTWICKLUNG DER EIGENEN MITARBEITER

„Lehren ist der beste Weg zu lernen" und unsere Lehrtätigen aus den Partnerunternehmen haben bewiesen, dass sie im Laufe der Zeit ihre Führungsqualitäten durch Lehre und Mentoring weiter entwickeln konnten. Viele unserer Freiwilligen haben sogar dadurch Beförderungen erhalten.
Einige von ihnen mehrmals!

→

03. INNOVATIONEN

Bei ReDI arbeiten wir mit innovativen Prozessen und neuesten Techniken sowie schlanken unternehmerischen Methoden. Darüber hinaus sind unsere Studierenden eine Quelle der Inspiration für unsere Partnerfirmen, die Einblicke und Ideen aus einer Außenperspektive liefern können, welche regelmäßig zu konkreten Geschäftsergebnissen führen.

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04. CORPORATE SOCIAL RESPONSIBILITY UND MARKENBILDUNG

Durch die Zusammenarbeit mit ReDI präsentieren sich Unternehmen — wegen der direkten Auswirkung auf die Flüchtlingssituation in Deutschland — als verantwortungsvolle und sozial engagierte Wirtschaftsteilnehmer. Unsere Partner können durch die Bereitstellung von Kapazitäten für Flüchtlinge wirtschaftliche und soziale Entwicklungen positiv beeinflussen.

→

05. PR & PUBLIC AFFAIRS

Der ReDI-Ansatz zur Integration hat bei Medien und Politik in Deutschland und auf der ganzen Welt viel Aufmerksamkeit erregt. Wir werden häufig nach Medieninterviews gefragt und bekommen Besuch von akademischen Experten und gesellschaftlichen und politischen Entscheidungsträgern. Bei jedem Auftritt oder Kontakt zeigen wir konkrete Auswirkungen auf und verweisen auf die entstandenen zwischenmenschlichen Verbindungen, indem wir die wahren Geschichten unserer Studierenden und Partner erzählen.

→

06. SPASS

Jede Menge!

WHY DOES IT MATTER?

BY FERDI VAN HEERDEN
CO-FOUNDER

In 1992 I had the opportunity to experience the consequences of civil war firsthand. Mozambique had been struggling under civil war for 20 years when the ceasefire agreement finally brought relief to the decimated community. The potholes in the streets were land mine craters. The burnt out skeletons on buses the evidence of brutal ambush attacks on school kids. In the midst of carnage and destruction, people were building a new life full with the limited resources available to them.

Kids on the streets sold cans of soft drinks or cashews to the newly arriving tourists. This was before the internet so the route to restitution and economic liberation was defined by the length of your arm and the physical strength of your body. Some individuals reverted to the skills they were taught by war, extracting money from tourists with the end of an AK47. For the most part though people were celebrating peace, and the massive investment that the Mozambique government had made in education was translating into a relatively accelerated road to recovery.

Fast forward 25 years and we have a civil war in Syria and for the hope and ambitions for liberation are still determined by the length of your arm and the strength of your body. Physical labour is still the first way to earn money for the hundreds of thousands of refugees who arrive in Europe. It is striking for me that the internet and its digital economy which had created so much opportunity in other spheres of life had yet to connect refugees to their human potential. The software engineer reverting to selling the backed goods and pastries he remembers from his youth. The nurse spending her days cooking and cleaning as her skills go unrecognised and unrewarded.

It does not need to be like this. The digital economy allows us to transcend the confines of our physical situation. To connect and collaborate beyond our bedroom or refugee centre. The route to economic independence and integration becomes a matter of access and education. And today we can do better than in Mozambique 25 years ago.

WHEN NEWCOMERS ARRIVED IN GERMANY DURING THE SUMMER OF 2016, EACH AND EVERYONE OF US HAD TO ASK THE QUESTION: "WHAT WILL MY CONTRIBUTION BE? HOW CAN I HELP?"

The tech community, by its very nature, has always been open to seek collaboration beyond national identities, language or status. Your code is the password to gain access to not only earn money but to shape solutions and help others. By launching ReDI School of Digital Integration, we were able to establish a platform for reinvention and connection. People coming together who are passionate about building things, people who can connect and collaborate no matter what passport they carry or what horrors their journey included.

In February, Rami sat across from Mark Zuckerberg. What we saw though was not a refugee and a billionaire, we saw two passionate techies in the throws of give and take about their mutual passion, Virtual Reality.

In August, two architects, a linguist, a psychologist, two business students, and three ambitious young spirits showed Mercedes Benz what the future solutions for their retail spaces could look like. All it needed was access and acknowledgement that the nine young people were more than the label "refugee." Their talent, tenacity, and openness to stepping out of their comfort zones led to truly inspiring concepts and extraordinarily robust designs.

THE EXHIBITION THAT WAS CREATED NOT ONLY IMPRESSED SABINE SCHEUNERT, THE CHIEF DIGITAL OFFICER OF DAIMLER, BUT ALSO PROVIDED AN OPPORTUNITY FOR DR. THOMAS DE MAIZEIRE, THE GERMAN MINISTER OF THE INTERIOR, WITH EXAMPLES OF JUST HOW VALUABLE THE NEWCOMERS CONTRIBUTION TO THE GERMAN ECONOMY WILL BE.

In a sense it has been the corporate sector in Germany who have been the first to support and embrace the ReDi idea. Klöckner & Co, a German steel distribution company, signed up and provided substantial financial

"BY LAUNCHING REDI SCHOOL OF DIGITAL INTEGRATION, WE WERE ABLE TO ESTABLISH A PLATFORM FOR REINVENTION AND CONNECTION."

support before the first students were even sitting in class. Cisco has been working hard from the get-go to shape and massage their existing CISCO ACADEMY programs to work with our constraints. Microsoft and Zalando gave 70 laptops that allowed for standardised IT environments for our students. Countless firms jumped in to make rooms available or provide snacks and even Bitkom jumped in to provide free catering and rooms for the series of TECH TALKS.

THIS MAKES SENSE. COMPANIES INHERENTLY UNDERSTAND THAT THEY WILL GROW IF COMMUNITIES GROW TOWARDS STABILITY AND PEACE. SO IT HAS BEEN COMMERCE, NOT POLITICS THAT HAVE ACTED QUICKLY IN THE MOMENT OF NEED TO FREE UP THE RESOURCES AND CAPITAL TO MAKE THIS HAPPEN.

Access, opportunity and the connection to Berlin's vibrant tech community have been the keys to driving ReDi's results. The faith that the volunteers have placed in their fellow techies, hackers and coders have provided a new framework for developing skills and connecting newcomers to jobs. No matter if you are an employee of SAP, Microsoft, Axel Springer, Mercedes or Bosch, you are first and foremost a person with the capacity to respond to another person's talent and support them in their moment of need.

IT-empowered individuals can transcend the limitations, expectations, and social stigma placed upon them. Technology connects us so as an individual your dreams and hopes can reach beyond the length of your arms or the strength of your muscles. The dignity and passion inherent in each of us can blossom with curiosity and friendship.

FIRST SEMESTER

14/02/2015

42 STUDENTS

30 VOLUNTEER TEACHERS

667 TOTAL HOURS

74 SUNDAY CLASSES

161 MENTORSHIP SESSIONS

29 NETWORKING AND INTEGRATION EVENTS

DEMODAY 09/06/2015

KICK-OFF SEMESTER

ReDI's First Class started with 42 students and over 30 volunteer teachers and mentors on Valentine's Day. 38 coding beginners were introduced to the basics of Ruby on Rails. The 14 students who had a background in IT quickly moved to more advanced exercises and started incorporating JavaScript in their work. After 667 total contact hours, 74 Sunday classes and 161 mentorship sessions and 29 networking and integration events, 35 students shared the stage at our DemoDay on 9 June.

The emphasis was on real world solutions. Student learning was driven by projects they had co-designed with Berlin based techies and designers. Over the course of four months they learnt the skills to build their online shops, admin apps and basic websites. In-class teaching was complemented with networking events and a hackathon, involving over 200 participants from all over Europe.

SUMMER 2016

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Design a pitch-deck to with the key elements of your business plan.
+ Draft a business plan.
+ Assess the potential market and evaluate competitors.
+ Build a financial model.
+ Identify relevant investors and attract their interest to.
+ Understand legal and tax-related precondition for founding in Berlin.

ENTREPRENEURSHIP
Entrepreneurship students were led through the process of drafting a business plan, assessing the market, and building a financial model. They also learned to draft a pitch deck with key elements of their business plans, identify relevant investors and attract their attention, and understand the legal- and tax-related preconditions for founding in Berlin.

+ Describe the basic concepts of business intelligence and how it is used in organizations
+ Formulate attributes of data and how they translate into technical requirements
+ Interact with a relational database using SQL
+ Create meaningful KPIs
+ Visualize data
+ Build a dashboard that displays KPIs based on data stored in a relational database
+ Gain insights from data to drive action

+ Apply design thinking tools to solve problems with digital products and outside of the digital realm
+ Clearly formulate problem spaces with "How Might We" questions and other tools
+ Use interviewing techniques, personas and use cases to find out what creates value for users
+ Create wireframes and other prototypes

+ Cover basic concepts of IoT architecture, and most used devices in IoT
+ Basic concepts of Cloud+Fog+IoT
+ Presentation of different examples of IoT implementation
+ Basic overview of Raspberry and Arduino
+ Lab tours (partners)
+ Hands on testing of Raspberry Pis and Arduinos+LoRa for IoT

SAP BUSINESS INTELLIGENCE

The Business Intelligence course taught students basic concepts in business intelligence and how they are utilized within organizations. Students also learned how to interact with a relational database using SQL, how to create meaningful KPI's, and how to visualize data. Ultimately, students learned how to gain useful insights from data and drive action in organizations.

3PC USER CENTRED DESIGN

By the end of the course, students in our User Centred Design class had mastered how to apply design thinking tools to solve problems with digital products — including problems outside of the digital realm. They also learned how to clearly formulate problem spaces with "how might we" questions and other tools, as well as how to use interviewing techniques, personas and use cases to determine exactly what creates values for users.

CISCO IOT

Our popular Cisco-sponsored Internet of Things course covered basic concepts in IoT architecture and explored common devices in IoT. Students received a basic overview of Raspberry Pi and Arduino and key concepts of Cloud+Fog+IoT. Lectures were supplemented with in-person lab tours from partners and hands-on testing of Raspberry Pis and Arduinos + LoRA for IoT.

+ write basic programs in Python,
+ approach and solve problems like a coder
+ teach yourself new programming languages
+ publish and share your code on the internet

DAIMLER FUTURE OF RETAIL

Students in our Daimler-sponsored Future of Retail course worked to design the future of digital retail for Mercedes Benz. With coaching from PCH Innovation, a leading innovation company, Students worked with the latest VR/digital technology in cross-functional teams to envision the future of luxury automobile shopping. Students completed market and consumer research, including user interviews and store visits to find inspiration for innovative retail spaces and customer experiences. Midway through the course, students received feedback and critiques from Germany's Minister of Interior, who also kicked off online voting for the top retail idea. A few weeks later, the top-voted ideas were revealed, and $20,000 in prizes handed out to students.

THINK LIKE A CODER

Students in our Think Like a Coder course learned to write basic programs in Python, approach and solve problems like a coder, and how to publish and share code online. The curriculum also included guidance on how students can continue to teach themselves new programming languages.

SUMMER SCHOOL KIDS

Asem Hasna and Ahmadullah Sediqi, themselves ReDI School students, organised and taught this two-week course for newcomer youth in Berlin. In the morning, students received intensive German lessons and in afternoon, learned about robotics!

WINTER 2016

+ Create a "ready-to-use" pitch deck
  of your business
+ Evaluate a business idea
+ Develop the idea into a business model
+ Define the market and evaluate the
  competition
+ Explain how to build a team and
  strong culture
+ Develop a financial plan
+ Pitch your deck in front of an audience

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Apply for jobs/internships that match
  your interests and skills
+ Understand the (IT-) job market in
  Germany
+ Network online (Xing, LinkedIn) and
  offline (events, etc.)
+ Write a CV and a cover letter
+ Build a consistent personal brand
+ Understand how to Navigate job web
  sites and databases
+ Develop a job-hunting plan and
  execute it
+ Attend a job interview and increase
  your chances to succeed

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Design effective and attractive
  presentations
+ Understand product design principles
+ Create basic infographic storyboards
  and presentations
+ Make a prototype
+ Use Photoshop
+ Use Adobe Illustrator
+ Design your portfolio
+ Use platforms to share your work
  portfolio and business ideas

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Understand and apply the basics of
  agile project Management, Design
  Thinking and Social Media strategy in

ENTREPRENEURSHIP

The entrepreneurship course helped students move from an intangible idea to a full-fledged business. Topics taught included creating pitch decks, evaluating business ideas, defining markets and competition, and building teams and strong culture.

FINDING A JOB

Our Finding a Job course provided students with the knowledge and skills necessary to apply for — and get — jobs and internships in the tech industry. Students learned everything from how to identify positions that match their interests to networking (online and offline) to the basics of writing a CV and cover letter.

SELL YOUR IDEA

Sell your idea students learned how to effectively and compellingly share ideas. Participants honed their design skills, including using Photoshop and Adobe Illustrator to design portfolios make ideas more attractive to viewers. Students learned basic design principles and how to create infographic storyboards and presentations.

RUNNING CREATIVE PROJECTS IN PRACTICE

Students in this course learned how to understand apply the basics of agile project management, design thinking, and social media strategy in a real-life project.

a real life project.
+ Craft a social media strategy from
  scratch
+ Understand and apply agile methods
+ Apply design thinking to problem
  solving

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Understand Cloud+Fog+IoT architecture
+ Understand Raspberry and Arduino
  platforms
+ Test Raspberry PIs and Arduinos+LoRa
  for IoT
+ Set up and configure a Raspberry
  Pi/Arduino IoT solution
+ Introduction to Internet of Things with
  Raspberry and Arduino Workshop

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Develop your own Android Mobile App
+ Build an Android app on your own
+ Understand the basic components
  of an Android App
+ Be able to communicate with a REST
  Api
+ Have a brief idea on Android/Java
  development best practices.

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Identify hardware parts, understand
  their role and (dis)assemble a computer
+ Install and configure an OS (UNIX
  family) on various hardware
+ Use the Command-Line Interface to
  control your computer
+ Write some basic scripts and compile
  programs in various languages (Bash,
  C, python, etc.)
+ Interconnect and extend your system,
  take advantage of recent technical
  evolutions

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Developing web pages with modern
  JavaScript
+ Web pages as documents: create and
  publish static web pages

CISCO IOT IN ACTION

In this popular course, ReDI students learned how to understand Cloud, Fog, and IoT achitecture as well as Raspberry and Arduino platforms.

ANDROID MOBILE APP

Students in our Android Mobile App course learned the ins and outs of developing mobile apps for Androids, including understanding the basic components of an Android application and learning best practices for Android/Java development.

BUILT A COMPUTER FROM SCRATCH

In this course, students learned how to, well, build a computer from scratch! Participants learned to identify hardware parts, understand their role, and both assemble and disassemble a computer. Students also learned how to install and configure an operating system on various hardware and write basic scripts in various coding languages.

INTRO TO DYNAMIC WEB PAGES

Students in our Dynamic Web Pages course learned how to develop web pages with modern JavaScript. They built dynamic webpages with modern cloud technologies, and learned to share code with others and undo mistakes.

+ Learn a simple language for creating
  web pages
+ Ready-to-wear web-design: customize
  modern mobile-friendly web designs
+ Web pages as programs: create dyna-
  mic web pages with modern JavaScript
+ Publish a simple dynamic website with
  modern cloud technologies
+ How to share code with other people
  and undo your mistakes
+ How to use a .com or .de name for
  your web pages
+ How to monitor who visits your web
  pages

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Prepare for an internship as Java/BE
  developer
+ Understand Java code and Java data
  structures
+ Develop basic Functional & OOP skills
+ Understand IDE and debug tools
+ Understand Unit testing 101
+ Work comfortably with REST API

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create your personal website
+ Understand file management
+ Understand basic aspects about web
  development
+ Understand AI, User, UI elements and
  UX principles
+ Understand SEO and accessibility
+ Going live: testing and deploying your
  website

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create a dashboard from structured
  data
+ Assess the right tools for data analysis
+ Load and refine data in Excel
+ Apply concepts in relational databases
+ Create visualizations in different tools
  (Tableau, etc.)
+ Result interpretation and presentation

BACKEND DEVELOPER
By the end of this class, students were prepared for internships as Java Back-
end developers. They learned to understand Java code and data structures as
well as IDE and debug tools, among many other topics.

WEBSITE IN A WEEKEND
A weekend of basic principles and practice for web development

Our Website in a Weekend course walked students through the core prac-
tices of web development. Participants created their own personal web-
sites, learned file management along with the basics of UI and UX principles.
Additional topics included SEO and accessibility as well as testing and
deploying websites.

INTRODUCTION TO DATA ANALYSIS
Students learned how to create a dashboard from structured data, assess
the right tools for data analysis, and create visualizations using different
tools. They also mastered result interpretation and best practices in presen-
tation.

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create a JavaScript program for
  the browser
+ Understand how the web works
+ Use HTML and CSS
+ Do basic programming
+ Use graphical libraries
+ Do simple hosting

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Design a basic website
+ Use HTML and CSS
+ Put a website online
+ Become a web developer

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Build a line following robot
+ Install and use Arduino
+ Solder and drill safely, among other
  hardware skills
+ Write a basic sketch
+ Finish basic electronic projects

CREATIVE WEB DEVELOPMENT
In Creative Web Development, students learned how create a JavaScript
program for the browser, how to use graphical libraries, and gained a basic
understanding of how the web works.

BASIC WEB DEVELOPMENT
Students enrolled in our Basic Web Development course learned how to
design a basic website using HTML and CSS, publish their site online, and
other fundamental skills of web development.

REDI YOUTH COURSES
We were thrilled to expand our ReDI Kids offerings in the winter to three
courses. In collaboration with Start Coding, we organised two "Welcome
Classes" in Wilmersdorf and Kreuzberg to teach fundamental programming
skills to kids with refugee background aged 8-10 years old. We were lucky
enough to receive cute kids robots donated from Wonder Workshop. We also
hosted a youth course every Sunday for 16-18 year olds, headed by former
ReDI student Asem Hasna, who taught the students about robotics and
Arduino, as well as how to solder and drill safely.

FINAL SEMESTER 2016

137 STUDENTS

71 VOLUNTEER TEACHERS
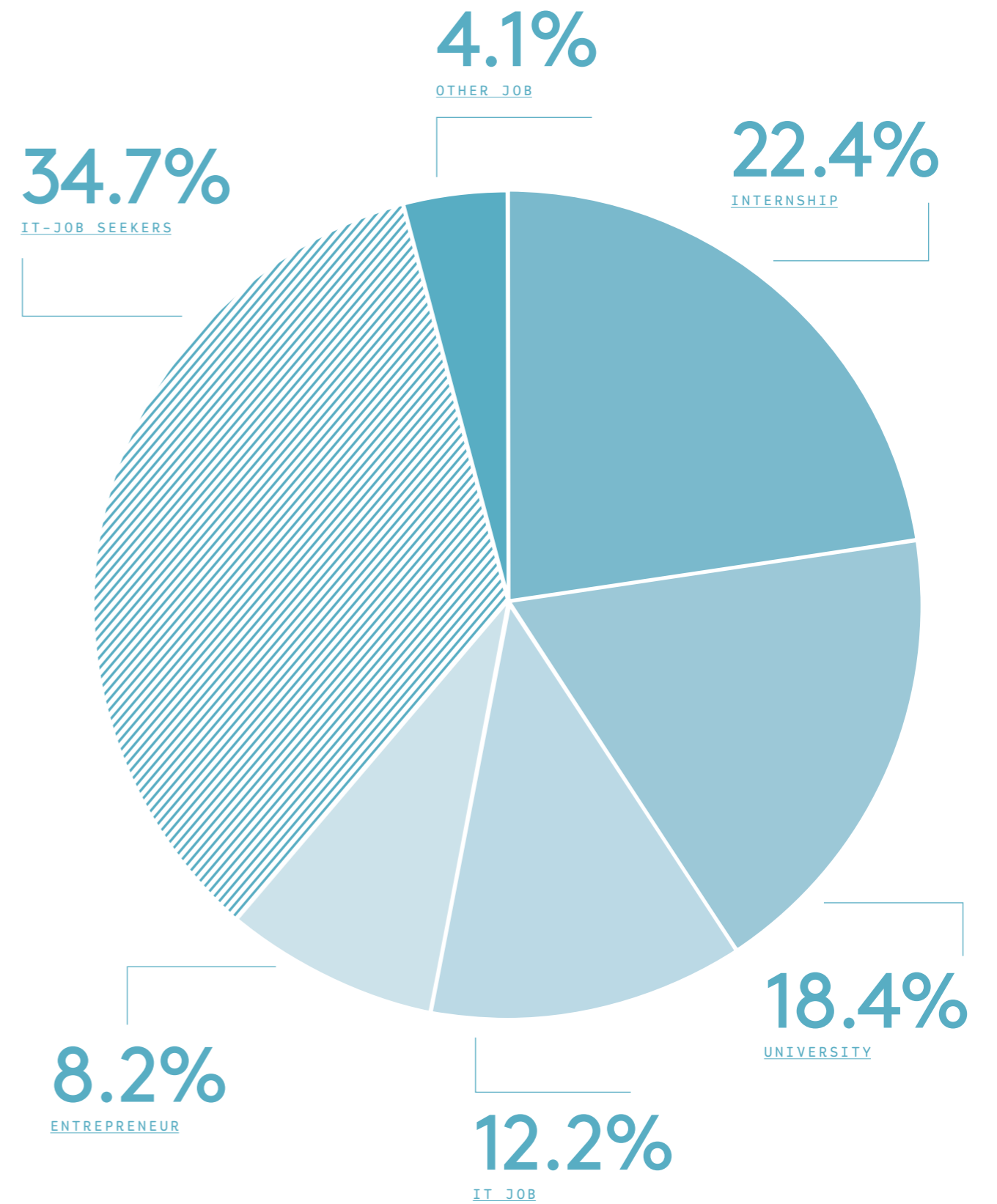
452 TOTAL HOURS

74 SUNDAY CLASSES

17 COURSES

1 MARRIAGE

1 VOLUNTEER COUPLE

2 BABIES

BY THE END OF THE SEMESTER 2016

REDI STUDENT OUTCOMES

4.1%
OTHER JOB

22.4%
INTERNSHIP

34.7%
IT-JOB SEEKERS

18.4%
UNIVERSITY

12.2%
IT JOB

8.2%
ENTREPRENEUR

THE REDI

HIGH LIGHTS

"Dealing with the refugee crisis is a huge challenge, and it is inspiring to see people creating opportunities through technology."

MARK ZUCKERBERG

WINTER 2015

BETTERPLACE LAB TOGETHER

"Do we need more tech or more humanity?" That was a key questions at Betterplace Lab's annual "Lab Together" conference on Nov 20, 2015. Along with Nishant Shah, Africa Director of Refunite, ReDI student Tariq Beshir, and Björn Lampe, board member and Chief of Project and Organizations at betterplace.org, we discussed how digital technologies can help—but also hinder—efforts to support refugees. During a two-hour design session, 40 newcomers and locals came together to develop solutions to fuel integration.

25.02.2016

MARK ZUCKERBERG AND PRISCILLA CHAN

During their Berlin visit, Facebook chief Mark Zuckerberg and his wife Priscilla Chan visited ReDI's co-creation space, met some of our students, and discussed their dreams for the future. "I met Akram who was learning to code in Damascus before the war began. Even while traveling to Europe he continued to study, and now he attends the school while volunteering to help other refugees. I met Rami from Aleppo who dreams of one day creating a startup. I met Louna who had never tried coding before but is now learning quickly and wants to become an architect. Dealing with the refugee crisis is a huge challenge, and it is inspiring to see people creating opportunities through technology," Mark said after the visit. For the students, it was a once-in-a-lifetime opportunity to meet a tech icon and see just how far coding skills and a dream could take them.

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GETTING STARTED

Getting 140 laptops up and running requires a lot of effort and preparation. The best way to get it done? Organise a dinner and invite everyone to help. Students and teachers gathered to conduct data wipes and install open source Ubuntu software.

AMMAR AT VW

In addition to the delicious pizza and cappuccino, Ammar Joukhaji discovered that Volkswagen has a strong developer team building apps and interfaces. Expecting to see cars and a traditional production line, Ammar was surprised when he met the software team at their headquarters. They talked about how new ideas are developed and launched and how all of these factors can influence car sales. This small insight into the digital side of one of Germany's most iconic companies further inspired Ammar in his dream of joining a German car company.
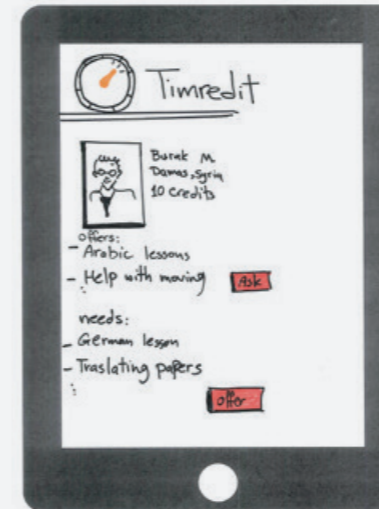
14.02.2016

KICK OFF WORKSHOP

The first class kicked off on Valentine's day with a design thinking workshop aimed at creating digital solutions to everyday refugee challenges. Students identified the challenges and hurdles they face in trying to integrate in German society. Volunteers and coders from Berlin ran co-creation sessions to develop rapid prototypes and guide and focus the energy of our students. The session delivered six ideas that were deepened, developed, and evolved over the next four months.

ESMT WORKSHOP

What happens when you team up 15 ReDI students with 50 global business leaders from the European School of Management and Technology's (ESMT) Executive Transition & Executive Salon Programs? Inspired creativity, fun, and breakthrough ideas with a sustainable impact! ReDI School and ESMT joined forces to deliver a design thinking workshop and co-create solutions for „Gamified Mobile Learning for Newcomers". The teams excelled at all challenges thrown at them. With a focus on building solutions and new friendships, this experience was powerful for everyone involved.

CAN DIGITALIZATION HELP REFUGEES?

19.01.2016

DLD

Can digitalization help refugees? On January 19 we were invited to participate in the prestigious DLD conference in Munich. TechCrunch editor-at-large Mike Butcher, together with Paula Schwarz of Start-upAid, and activist Anke Domscheit-Berg urged attendees to reconsider their thinking about refugees as victims and instead see them as survivors. They stressed that solutions should not simply be provided for refugees but rather co-created with them.

24.05.2016

NETWORKING WORKSHOP

In an era where "who" you know is as important as "what" you know, it is essential that our students master the art of professional networking—and not just the digital kind. In a relaxed atmosphere, Aydo Ali Schosswald offered useful tips and tricks for building a support network that can help make your dream come true. As a 25-year-old college drop-out who went on to launch Hy!, Aydo addressed the very real challenges faced by someone trying to break through in a tough industry.

BUNDESAGENTUR FÜR ARBEIT PRESENTATION

Being prepared for the German job market is an essential part of the ReDI program, which is why we teamed up with the Bundesagentur für Arbeit to get straight to the facts. Thank you to Constance Pawelke for coming by on a Sunday to explode some myths and open avenues towards success for our students.

19.03.2016

TEDX FIELDTRIP

Anne presenting at TEDx created the opportunity for us to invite students to the event. In the spirit of "talking with refugees, not about them" we asked the students to upload videos explaining why it was important to learn coding and what ReDI means to them.
The students who uploaded their videos and photos received tickets and the event turned into a field trip with more than 10 students attending. It allowed for a great opportunity to meet and mingle with the leading minds of the technology, education and design industries!

03–06.2016

INTERNSHIP PRESENTATIONS

Throughout our program we kept the focus on finding opportunities for students. During a Sunday class, companies had the opportunity to present relevant internships to the students. We thank Babbel, Rocket Internet, HiMate, and kloeckner.i for raising awareness and presenting such great entry opportunities.

WELTN24 PROJECT

WeltN24 briefed and supported our students in building a website which features small profiles and skills. Taking full ownership of the project, including data collection, video creation, and website coding, the team delivered the site from start to finish. Great work by Ammar Joukhaji, Nkentso Ledimo, Louna Albondakji, Rami Rihawi, Khaled Faour, Mouhammad Sakka, Imad Soukie, Ghaith Zamrik, Bourak Mograbi, Munzer Khatab, Mohammad Khattab, Imad Soukieh.

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COCA-COLA

Learning is thirsty work, which is why our students appreciated the bottled water donation from Coca-Cola. This meant we had water available in the classrooms (after Ahmadullah and Ghaith carried the bottles up to the 5th Floor).

LAGESO DIGITAL ROUND TABLE

"Talking with Refugees, not about them" is a key theme for us at ReDI School. When the opportunity arose for our Bureaucrazy team to share their insights with experts from Clarat, Betterplace, and other thought leading NGOs, we jumped at the perfect opportunity to contribute to the co-creation of human-centered solutions.

PLUG AND PLAY

Embedding ReDI in one of the most successful and dynamic start-up accelerators in Berlin was one of the most important factors in supporting and guiding students through the first months. Axel Springer Plug & Play not only provided spaces for workshops and mentorship sessions, they opened the door to influential members of the tech industry throughout Germany. The Axel Springer Plug & Play program guides start-ups through the essential steps of creating a business plan and understanding their market. This knowledge helped shape our approach to building the program.

CLASS PICNIC

The class picnic not only provided a chance for students and mentors to get to know each other informally, it also provided the opportunity for everyone to share in the rich food culture of Syria! With the help of Jasmin, a refugee start-up helping illiterate woman to earn money, we were able to provide a delicious experience for everyone.

SPACEHACK

In early June, Factory, Silicon Allee, ReDI School, and Techfugees organised the Spacehack at Holzmarkt in Berlin. The event was presented as part of the Start-up Europe Summit. More than 200 programmers, designers, social workers, city planners, architects and others with and without refugee status came together to develop technology-based solutions to the challenges faced by refugees on their journey. 24 teams worked through the night to build practical solutions with real insight and technical skill. The winning team of the 24-hour hackathon included students from ReDI School and a development team from Madrid. Together, they worked on Bureaucrazy, an app that simplifies filling bureaucratic forms in order to save time for applicants and authorities alike. Sponsored by the European commission and Facebook, participants were flown in from all over Europe in the run-up to work on creative and sustainable solutions that they can return to their home countries.

ÖZLEM BURAN "There was this raw kind of energy in the air. This was one of those exceptional events where you could pick any person in the room and strike up a rich and meaningful conversation. So much more than just a hackathon: It was a cultural immersion into different heritages, into art and technology, into design and entrepreneurship. At Spacehack, teams formed spontaneously and continued to work on ideas they developed with their fellow hackers. Friendships emerged.

The event took away the barriers of meeting people. You were able to listen to participants not only from all over the city, but from all over Europe and the world. Technology once again showed itself as a force for integration, breaking down barriers, connecting people and ideas and helping coders and creators to build passionately together."

→

LANA ZAIM
"If it doesn't challenge you it won't change you." Overjoyed is the word to describe how I felt watching our students shine on the DemoDay stage. It was a metamorphosis of uncertain and puzzled young students, who weren't sure of the path they want to go, into sophisticated and self-confident ReDI graduates. I am now certain more than ever that regardless of which path these motivated young people pick, they will always succeed."

08.06.2016

BOURAK MEETS FORMER USA AMBASSADOR TO UNITED NATIONS

Later in June, a group of 15 newcomers and local changemakers were invited to meet with Samantha Power, Ambassador of the United States to the United Nations. As seen in the photo, Bourak Maghrebi and others discussed ideas and provided specific solutions based on their experiences and insights from the current refugee situation in Germany. We were honored that our inputs on how education can provide empowerment were used by the Ambassador in her presentation on World Refugee Day, June 20th.

08.06.2016

DEMODAY JUNE

During the Startup Summit Europe, June 9-10 in Berlin, ReDI School brought together the full power of its first class. The students presented their skills, ideas, and visions to hundreds of policymakers, founders, venture capitalists, and key startup stakeholders. Kicking off with an expert panel, ReDI student Akram Alfawakheeri guided the discussion about how technology can help improve the lives of refugees. The panelists Gisbert Rühl (CEO of Klöckner & Co), Rosa Birch (Policy Programmes Manager EMEA, Facebook), Ahmad Sufian Bayram (Regional Manager MEA, Techstars), Joséphine Goube (COO, Techfugees) and Anne Kjær Riechert (Co-founder of ReDI School) also discussed how innovation and co-creation impacts in the integration process of refugees. In front of a packed room full of supporters, future employers, friends and family, the first class of ReDI School then presented their startup ideas. Demo-Day concluded with a panel session hosted by student liaison Lana Zaim about challenges for refugees as newbies and about possible solutions for refugees to pursue their dreams in Germany. Panelists included ReDI school students Bourak Mograbi, Ahmadullah Sediqi, Khaled Faour, and Ammar "A.J." Joukhaji.

18.08.2016

SUMMER PARTY

Students, teachers, sponsors and staff gathered to celebrate a joyful end to ReDI School's first full teaching semester. Hosted in an art gallery in Berlin, more than 50 attendees played team games, enjoyed delicious Syrian food from Jasmin Catering, and honored both the teachers and students who had made a successful semester possible. Students also received certificates recognizing their hard work and academic acheivements during the three-month spring semester.
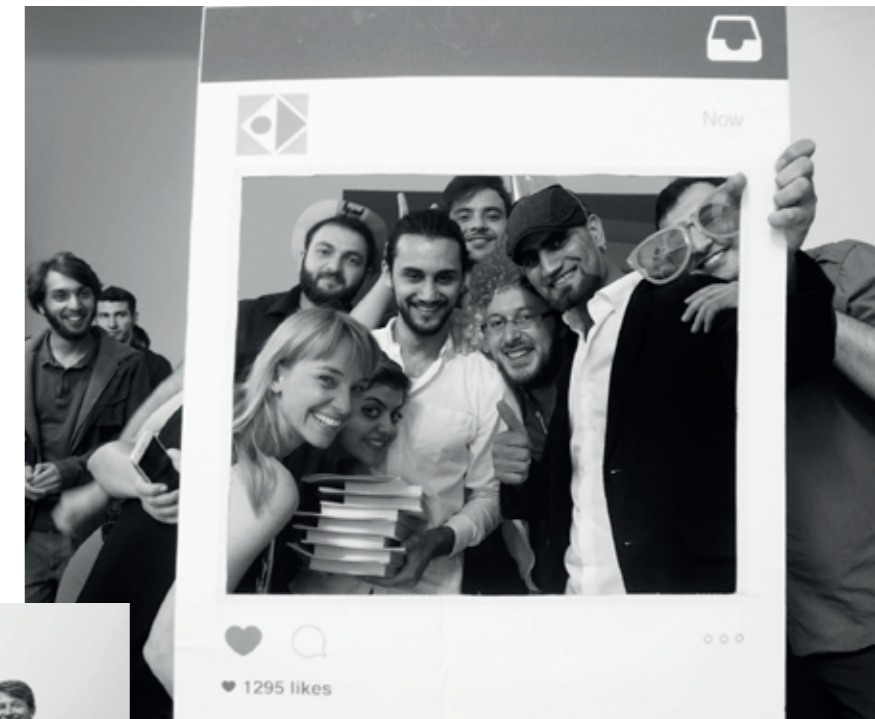
RAMSY PHOTOBOMB

Our team mysteriously grew by one when an intrepid student sneakily added themselves to our staff wall. Can you spot the cartoon intruder?

TEACHER FEEDBACK SESSION

We gathered a group of 10 dedicated ReDI teachers for a detailed feedback and planning session to strategies for the upcoming semester. Teachers discussed what worked, what didn't, and what new ideas should be tested in the summer semester. The feedback session, which was hosted at Berlin accelerator Axel Springer Plug and Play, helped generate constructive solutions for the upcoming year, including the expansion of course offerings, changes in the types of technical skills taught, and a rethinking of the semester format.

26.08.2016
DIGITAL ADVERTISING WORKSHOP

Scholz & Friends, one of Europe's largest advertising firms, led a workshop with 10 ReDI students on how to develop creative concepts for digital campaigns. Students spent the day conceptualizing new ways to recruit more ReDI school teachers using compelling digital campaigns.

03.06.2016
PLUS ONE WORKSHOP

A small group of ReDI students offered insights and feedback to the creators behind the +One app, an online platform that aims to connect newcomers in Berlin with locals who can provide mentorship and support. The two-and-a-half hour design strategy workshop was hosted by Kimberly Marteau Emerson, Board Member of Human Rights Watch, and put students in the expert role—allowing them evaluate what they liked and what they would change about the platform. Some key recommendations included bringing more refugees into the design process as well as the necessity of a clear business plan to expand the platform.

13.09.2016
DAIMLER EXPO

After three intensive months of on-the-ground research, conceptualization, and logistical planning as part of a Daimler-sponsored course on developing concepts for the future of a Mercedes Benz retail space, a group of highly motivated ReDI School students presented their ideas at an exhibition at Axel Springer Plug & Play. We were thrilled to host Germany's Minister of Interior, Dr. Thomas de Maizière at the event. Students had the opportunity to present their concepts to Dr. Maizière and receive feedback during an extensive round table discussion with the Minister. Following the event, students' ideas were posted online and people from around the world voted for the concept they liked best. Just a few weeks later, we hosted a follow-up event at hub:raum to reveal the contest outcome. Representatives from Daimler announced the winners and handed out €20.000 in prizes, which the recipients used for items relevant to future studies, like laptops, printers, and cameras!

OFFICE AT BETAHAUS

Betahaus, a co-working hub in Berlin, kindly provided space for us during the month of September. We were incredibly grateful for the use of space and have many fond memories of our time in the office (and we especially enjoyed sitting next to our friends at MigrantHire!)

OFFICE AT HUB:RAUM

In October, we moved our central operations to hub:raum, the incubator of our friends at Deutsche Telekom. We were lucky to have had space to hold classes, meetings, and events for three fantastic months, until the end of 2016.

08.–09.10.2016
REDI TASTER SESSIONS

For our fall semester we decided to try something new. To help students decide which classes were right for them, we hosted our first ever "taster sessions" at the German Technology and Entrepreneurship Center. There, interested students could take hourlong classes on a variety of topics and determine which courses were most interesting to them. Dozens of students sat in on this two-day event, wonderfully organised by our hardworking teachers who had prepared special lesson plans and projects for the event.

WINTER COURSES
CURRICULUM WORKSHOP

ReDI teachers gathered at hub:raum to strategise about the upcoming winter semester, including the types of skills they wanted students to gain, the criteria for what would be needed to be accepted into different courses, and the software and hardware requirements for each course. The outcome of this energetic meeting was ReDI's Winter Course Catalogue, which served as the ultimate guide for students in determining what classes would be right for them.

→

TEAM OFF-SITE

"If you want to go fast, go alone - If you want to go far, go together" is one of our co-founder Ferdi's most commonly used expression. The ReDI team therefore took two days off from the hustle and bustle of the ReDI office to have a strategic look in to the future, define our values and talk about what kind of organisation we would like ReDI School to be. We were in the safe hands of our facilitator Andy Leipelt all along — and enjoyed the wonderful Gut Boltenhof and its surroundings.

08.12.2016

CHRISTMAS PARTY

To celebrate the satisfying end to a year of learning, growth, and new friendships, ReDI students, teachers, and sponsors took the night off from work and studies to gather at hub:raum for one last party. About 100 members of our community, including students, teachers, sponsors, and staff, joined together to say thank yous, goodbyes, and congratulations for all the wonderful work achieved in 2016. The four-hour event included games (including an especially "unique" game where participants were tasked with wrapping as many people as possible in gift wrap), dancing, and lots of savory Syrian food enjoyed by all!

13.12.2016

PRESENT AT EU COMISSION

ReDI cofounder Anne flew to Brussels to present about the school at a European Commission event on technology and refugees. She was joined by a various stakeholders ranging from public authorities at different levels, tech entrepreneurs and volunteers to NGOs, think-tanks, refugee representatives and the private sector. The event sought to stimulate exchange on the best use of technology in facilitating refugees' labour market integration and to identify ways that the European Commission can support technological innovation in refugees' integration. The all-day workshop, organised by the EU Policy Lab, facilitated knowledge-sharing, new connections, and conversations on strategies to achieve tangible change in Europe.

15.12.2016

VISIT FROM EU COMMISSIONERS

Five dedicated ReDI students met with a group of European Union commissioners for a co-creation workshop at hub:raum. Attendees were divided into four groups—each with a mix of commissioners and students—and were challenged to identify the main challenges to integration in Europe, as well as five solutions to help ease those challenges. The groups engaged in difficult but frutiful discussions; most teams sought to find solutions to the ongoing accommodation crisis for refugees, but one team concluded that a better solution for integration would be to get refugees on dates with German girls!

→

28.10.2016

GOETHE INSTITUTE VISIT FROM US TEACHERS

We were incredibly lucky to be visited by a group of renowned adult education experts from the United States who came to Berlin as part of a one-week program sponsored by the Goethe Institute in Washington, D.C. They stopped by our office in Facebook's Berlin headquarters to share best practices in adult education, as well as to learn more about the ReDI School model. The three-hour session was unbelievably passionate and high energy, as both groups were excited to learn from each others' experiences and innovations.

28.10.2016

MULTICULT FM TOP THREE SPOTS

Three refugee-founded startups that were developed during ReDI School's first semester claimed the top spots at the Multicult FM refugee entrepreneurship competition in October. The top three spots, taken by Bureaucrazy, Let's Integrate, and Jasmin catering, respectively, bested seven other startups for the prize. The competition was sponsored by the Berlin-based radio station Multicult FM, which encouraged radio listeners to vote on their favorite startup ideas.

16.01.2017

SHERYL SANDBERG WELCOMES US TO OUR NEW HOME

We were thrilled that Facebook COO Sheryl Sandberg came to welcome us in-person to our new home at the Digitales Lernzentrum, a Facebook-sponsored center for digital learning in Berlin. Our space at DLZ, generously provided by Facebook, allows us to have a homebase among other innovative digital learning projects. Sheryl met with three of our students, Omar Alshafai, Asem Hasna, and Joud Sayed Issa, and spoke with them about tech projects, mentoring other students, and what it's like to attend classes at ReDI School. The two-hour event was attended by the American ambassador John B. Emerson, and featured speeches from both Sheryl and our CEO Anne Kjær Riechert.
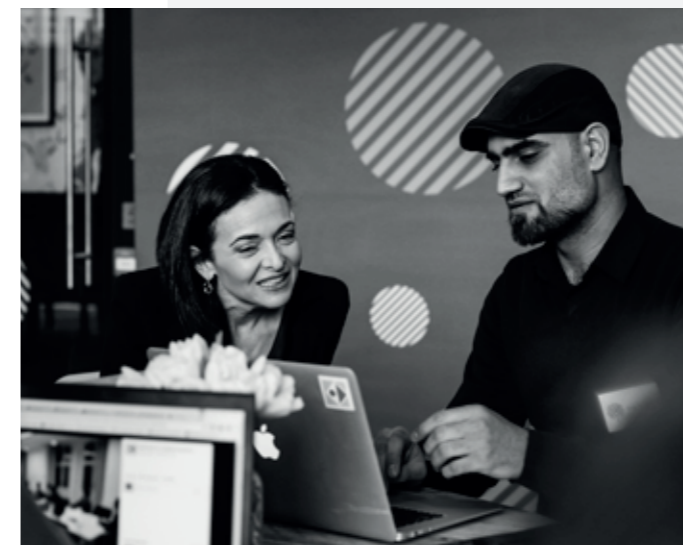
18.02.2017

DEMODAY 2017

More than 80 students, teachers, supporters, and others celebrated the successful end to 2016's winter semester at ReDI's new home in Facebook's Digitales Lernzentrum. Students presented what they had learned in courses like "Website in a Weekend," "Intro to Dynamic Webpages," "IoT in Action," and more. Following presentations, students received certificates of completion while the efforts of top students were recognised with special awards; Teachers also received small gifts as a token of appreciation for their tremendous efforts leading courses and mentoring students. The highlight of the evening was perhaps our unique send-off to ReDI's dear co-founder Ferdi van Heerden, who will be stepping into a non-executive role in 2017. To celebrate his contributions, audience members donned surprise "Ferdi masks" to represent how Ferdi has touched everyone through his kindness, humor, and always-insightful observations. Later in the evening, guests enjoyed Syrian food, dancing, and magic tricks performed by a young ReDI student.

18.01.2017

PRESENT TO ROTARY INTERNATIONAL

Anne Kjær Riechert spoke to more than 1,800 attendees at Rotary International's annual international assembly in San Diego, California, where she discussed co-founding ReDI and the school's vision for the future. The Rotary conference, attended by top leaders in business, social entrepreneurship, civil society, and the arts, invited Anne to share her experiences as a former Rotary Peace Fellow and her path after the fellowship. Anne hopes to grow ReDI's relationship with Rotary and more closely partner with the international service organization to bring tech education to those displaced around the world!

11.02.2017

CISCO HACKATHON

Students in Cisco's "Internet of Things ReDI" course participated in a half-day hackathon to demonstrate the skills they learned during the semester, including Learning Machine, Raspberry Pi, and how to deploy Microsoft Azure. The students were challenged to develop a tech-based solution to efficiently manage the large parking lot outside Cisco's building in Berlin—a lot which is used both by Cisco employees and members of the public. Students, who had been divided into small groups, worked together to find strategies to efficiently manage the lot as well as to develop useful systems that would provide relevant organizational information, such as when employees would actually need the spots, when more spots would be demanded by the public, etc. At the end of the event, which was held at openBerlin, Cisco's innovation lab, students presented their ideas and received critiques from representatives from Cisco and Microsoft.

14.03.2017

CISCO IOT GRADUATION

After four months of classes, hands-on labs, corporate visits, and plenty of fun, students in our Cisco-led Internet of Things course came together to solve one final problem and put all their knowledge and experience to the test. Students, who were divided into three groups, had to define the problem, identify who had the best skills to resolve the issues, and find ways to deal with the social complexity of working in a group with different skills and backgrounds. The process helped students determine what have they learned, what they need to learn moving forward, and if this is an area where they would like to continue working. "I think the students (and teachers) had a lot of fun and we not only learned through the process, but we also gained new friends and in the case of Cisco, amazing new talent that we hired as interns!" said instructor Claus Schaale.

02.02.2017

CISCO CEO CHUCK ROBBINS

A lucky group of ReDI students were thrilled to meet Cisco CEO Chuck Robbins when he visited Cisco Germany in February.

"Inspired by refugee interns at @Cisco_Germany all hands — great young adults focused on learning digital skills via the ReDI school!" Tweet by CHUCK ROBBINS

JOBBOERSE

Our very own Paulina Muñoz, Fadi Zaim and Mireia Nadal Chiva represented ReDI School at the JobBörse job exchange at Berlin's Estrel Hotel, where they shared what the school is all about and recruited new students for ReDI's growing course offerings. It was great to meet so many potential students, but even better to see so many of our alumni offering excellent promotions of ReDI and explaining to others what the school means to them.


"I think the students (and teachers) had a lot of fun and we not only learned through the process, but we also gained new friends and in the case of Cisco, amazing new talent that we hired as interns!" CLAUS SCHAALE

08.03.2017

MIGRANT WOMEN IT COURSE CO-CREATION WORKSHOP

ReDI hosted a full house at the Digitales Lernzentrum for its co-creation workshop aimed at building an IT course for migrant women. More than 40 attendees showed up to hear from a panel of women who shared their experiences as refugee newcomers, IT students, and as innovators seeking to provide tenable solutions to migration challenges. The evening, which was held on International Women's Day, kicked off with a keynote address from Professor Charles M. Savage, who spoke about the need for women to become more involved in tech. His keynote was followed by a panel discussion moderated by ReDI founding team member Lana Zaim, who led a discussion with Magui Al Ahmar, Lubna Rashid, and Lina Al Hadid about their experiences with migration and tech. The last half of the event included extensive co-creation, as attendees divided into groups to envision what a viable tech course for migrant women might look like, including who the courses would be aimed at, and what types of skills would be of most use to them.
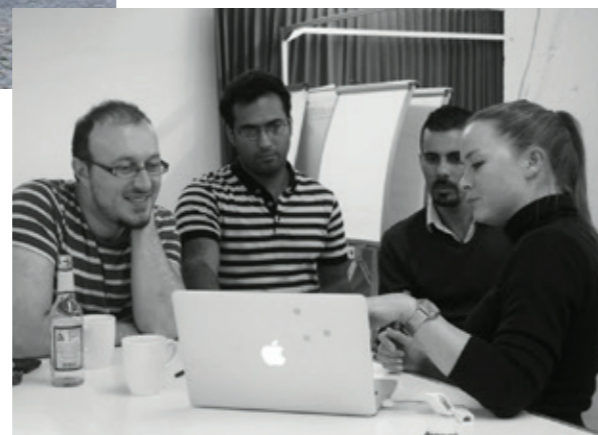
COMPANY VISITS
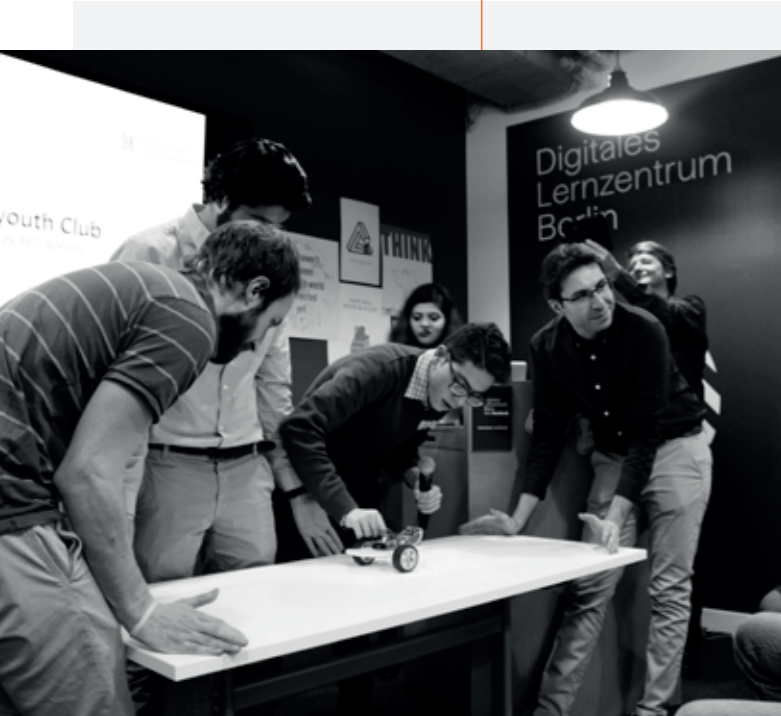
BEELINGUAPP

ReDI's vision for impact is firmly rooted in the belief that 50 percent of success is what you know and 50 percent is who you know. We put that belief into practice with our biweekly Tech Talks, where the ReDI School community—along with interested members of the public—enjoyed two-hour workshops led by leaders in tech, civil society, and other industries.

Hosted at Bitkom every second Tuesday during the first half of 2016, attendees enjoyed a keynote talk from an expert and 90 minutes of co-creation and presentations, followed by coffee, snacks, and a chance to network. ReDI's Tech Talks allowed students not only the opportunity to hear from individuals at the tops of their fields, but also make connections with Berlin locals who may have never heard of ReDI before but were interested in the event itself. Tech Talk topics in 2016 included data-based storytelling, digital marketing, surviving life abroad through code, the gaming industry, and many other diverse themes!

KLOECKLER.I

COCA-COLA

ZALANDO

01 NAVIGATING THE GERMAN TECH INDUSTRY
Date: 24.11.2015
Company: BitKom
Speaker: Christian Rietz

02 SECURITY ARCHITECTURE
Date: 08.12.2015
Company: Rocket Internet
Speaker: Gianluca Varisco

03 THE GAMING INDUSTRY
Date: 26.01.2016
Company: Microsoft
Speaker: Kristina Rothe

04 THE ADVANTAGES OF STARTING WITH NOTHING
Date: 09.02.2016
Company: VaiKai/Soundcloud
Speaker: Matas Petrikas

05 HOW CLOUD & INTERNET OF THINGS IS CHANGING THE WORLD
Date: 15.02.2016
Company: Cisco
Speaker: Ken Owens

06 SOLVING BUSINESS PROBLEMS WITH BIG DATA
Date: 23.02.2016
Company: D3M Labs
Speaker: Elizabeth Press

07 REINVENTING MY LIFE
Date: 08.03.2016
Company: VaiKai
Speaker: Justyna Zubrycka

08 LESSONS LEARNED AS A SERIAL ENTREPRENEUR
Date: 22.03.2016
Company: Nuklius
Speaker: Stefan van der Fluit

09 CO-CREATION FOR IMPACT
Date: 05.04.2016
Company: ReDI
Speaker: Ferdi van Heerden

10 BUILDING A VC-BACKED EDUCATION TECHNOLOGY START-UP IN GERMANY
Date: 19.04.2016
Company: iVersity
Speaker: Hannes Klöpper

11 KULTURSHOCK— SURVIVING LIFE ABROAD THROUGH CODE
Date: 03.05.2016
Company: Zalando
Speaker: Alex Baker

12 THE SECRET SAUCE TO CIVIC TECH
Date: 17.05.2016
Company: Change.org
Speaker: Jeannette Gusko

13 DIGITAL TRANSFORMATION
Date: 31.05.2016
Company: kloeckner.i
Speaker: Tim Milde

14 THE HERO'S JOURNEY—FROM ATTENTION TO ACTION
Date: 05.07.2016
Company: Sascha Stalica
Speaker: Sascha Stalica

15 HOW TO TELL BETTER STORIES WITH DATA
Date: 28.07.2016
Company: Lam Vo Thuy
Speaker: Lam Vo Thuy

16 BUILDING A GLOBAL COMMUNITY
Date: 25.03.2017
Company: Dex
Speaker: Dex Torricke-Barton

Looking ahead

TECH TALKS

A SPECIAL VISITOR
AT REDI SCHOOL

BY SARA GROSSMAN

ANGELA MERKEL VISITED TO LEARN ABOUT REDI SCHOOL OF DIGITAL INTEGRATION AND MEET WITH THE REDI COMMUNITY.

→

IN MOST WAYS IT WAS AN ORDINARY TUESDAY MORNING OUTSIDE THE KLOECKNER.I BUILDING IN BERLIN: rainy, cold, and dreary skies overhead. But inside the building, ReDI School's new space buzzed with anticipation. The room was filled that day not only with students and staff, but also reporters, political aides, and others, all gathered to welcome perhaps the school's most notable visitor to date: Angela Merkel.

The German Chancellor visited that morning to learn about ReDI School of Digital Integration and meet with the ReDI community, which had grown unprecedentedly in the past year.

Standing in front of more than 100 students, instructors, reporters, and others, Anne Kjaer Riechert, CEO of ReDI, and Gisbert Rühl, CEO of Klöckner, jointly introduced Chancellor Merkel to the school and to students Mouhammed Abdulkareem and Rami Rihawi. Abdulkareem, a young software engineer from Iraq, inspired the idea for ReDI School nearly two years ago after meeting Riechert at a refugee camp summer celebration.

"I SAID TO ANNE… I WANT TO KEEP STUDYING, I WANT TO FIND A JOB. I STILL HAVE MANY DREAMS HERE IN GERMANY," ABDULKAREEM TOLD THE CHANCELLOR. "BUT UNFORTUNATELY I WAS WITHOUT A COMPUTER."

Riechert told the audience that she knew there had to be a way to support Abdulkareem, as well as thousands of other refugee newcomers who were in need of not just computers, but also digital skills, mentors, and job experiences. "Of course," Riechert said, "a computer alone is not enough."

AND THUS THE IDEA FOR A TECH SCHOOL FOR NEWCOMERS WAS BORN.

Rihawi, the second student introduced to Merkel, is perhaps the ultimate embodiment of the type of success ReDI can enable. A member of ReDI's very first class, Rihawi was able to intern at kloeckner.i last year thanks to the network he accessed through the school. He has since gone on to join the company as a full-time Klöckner & Co. employee and, as he told Chancellor Merkel, hopes to continue his studies in Germany, a dream supported by his colleagues at Klöckner & Co.

The importance of having access to a network outside the "newcomer bubble" was underscored in a subsequent round table discussion with ten students from ReDI's Cisco-sponsored Internet of Things course, where students explained how difficult it can be to gain access to jobs and internships as newcomers locked in the "newcomer bubble." Without outside support, their main network remains limited to others like themselves.

The Chancellor was also interested in hearing about other bureaucratic barriers they face, particularly the fact that they are required to pass high-level German exams before applying to technical Master's degrees, despite the programs themselves being in English.

"TECHNOLOGY IS LIKE PHYSICS—IT WORKS THE SAME EVERYWHERE."

CARSTEN JOHNSON
MENTOR FROM CISCO

→

"WHILE MANY CHALLENGES FOR REFUGEE NEWCOMERS ARE NOT EASY TO FIX, CHANCELLOR MERKEL RE-COGNIZED THAT THIS PARTICULAR BARRIER COULD EASILY BE ADDRESSED." said Claus Schaale, the course instructor and moderator of the discussion. "Her staff took notes and it was clear that she was genuinely interested in finding ways to simplify the obstacles newcomers like our students often face."

Following the class demonstration, Chancellor Merkel joined a panel discussion moderated by ReDI cofounder Ferdi van Heerden featuring three ReDI students/instructor pairs. The panel aimed to demon-strate two things: Firstly, that success comes from dialogue, which is why both teachers and students were on the panel, and secondly, that success has many destinations, which is why it featured students who went on to launch a startup, find employment, or continue with their studies.

Carsten Johnson, a ReDI mentor from Cisco, noted on the panel that the beauty of teaching digital skills is that "technology is like physics—it works the same everywhere." A trained physicist, Chancellor Merkel fully understood; Even in the DDR, she said, "two times two equalled four."

Throughout the conversation, van Heerden said, the energy in the room was "electric." "The Chancellor has a very easy and natural composure and did not show stress or frustration in any way," he said. "She has the calm certainty of a Buddha and the sparkle in her eye that drops a wry joke with precision timing."

The Chancellor was particularly struck by comments from Luna Bandakji, who discussed the difficulties of being one of just a handful of women studying coding at ReDI. From her own scientific training, Chancellor Merkel said she understood deeply the challenges of being a woman in a male-dominated environment.

"She told me that she used to have a different approach to doing projects as the guys, and I could relate to that," Bendakji said. "Her story made me believe that no matter how hard the road or how different you are, you just have to believe you can do it and you will achieve anything you want."

Others on the panel echoed this sentiment.

"I WAS AMAZED BY HER ABILITY TO DRAW OUT PEOPLE'S PERSONALITY WITH ONLY ONE QUESTION AND THEN LET IT SHINE IN THE BEST LIGHT," said Tino Albrecht, Senior Solution Architect at SAP and a ReDI instructor, who spoke on the panel about careers in tech. "SHE REALLY HAS HELPED OUR STU-DENTS TO BELIEVE IN THEIR WAY AND CONTINUE THEIR INDIVIDUAL PATH."

The hourlong event concluded with thank yous from ReDI staff members Fadi Zaim, Paulina Muñoz, and

"SHE REALLY HAS HELPED OUR STUDENTS TO BELIEVE IN THEIR WAY."

TIMO ALBRECHT
SAP SENIOR SOLUTION
ARCHITECT

→

Mireia Nadal Chiva. Zaim offered Chancellor Merkel a traditional wooden box from Damascus engraved with the words "Wir Schaffen das" (We can do it!). Of course, in traditional ReDI-style, selfies had to be taken to memorialize the event. Dozens of students swarmed the stage to snap pictures with the Chan-cellor—photos which were quickly shared online and spread worldwide, including back home to family in Syria and other faraway places.

"I felt a little bit afraid before she came," reflected ReDI student Jabir Abdulkareem after the event. "But when I saw her and the smile on her face, all fear and bad feelings inside me were gone. In that moment I was filled with happiness and peace."

A GRAND OPPORTUNITY AND A RADICAL EXPERIMENT

BY SARA GROSSMAN

Amro Hendawi has nightmares about not completing his education.

"I see dreams during the night that I'm losing another year and not going to university," he says. "And I see it regularly, because I lost two years in Syria, one year in Turkey, and another year here in Germany."

For the years that he has "lost" without an education, Hendawi—now 23 and taking classes at ReDI School in Berlin—has gained the experience of those three times his age.

Just 13 when he started tinkering around with computers, Hendawi learned to fix his own machine and soon, "everyone in the neighborhood started relying on me," he says. Within a few years he was enjoying small success as a business owner, furthering his own tech education with whatever knowledge he could acquire online.

Back then, he said, "the world was Aleppo." "We didn't have any intentions of immigrating," he said. "We loved our country, and we didn't need anything more than what any human needs."

But then the Syrian civil war broke out, and every plan Hendawi had made was shattered. He spent a year with his sister in Istanbul saving money working odd jobs—repairing cell phones and completing translation work for UNICEF—and another year using the money he had made to study Civil Engineering at a university in Turkey.

But it was all too much. He was exhausted from full days working so he could study, and then more

hours studying so he could eventually advance his work. It was no life, he says, and it was not how he planned to change the world for the better.

And so, in 2015 he packed up once again and left everyone and everything he knew to head to Germany, hoping to complete his education and put these nightmares to rest once and for all. Despite some setbacks—including losing a spot at the University of Dortmund because he was unable to attain a certificate to demonstrate German fluency by the application deadline—Hendawi is optimistic that he can finally finish his education and achieve his dream of one day working in tech.

Despite the many challenges he's faced—or perhaps because of them—Hendawi is a prime example of the type of talent tech companies in Germany and across Europe are seeking. Highly educated, fluent in multiple languages, and committed to learning new skills, he and other exceptional ReDI students exemplify just how Germany's tech industry could benefit from the country's massive influx of immigrants.

A MIGRANT INFLUX IN GERMANY

Since Syria's civil war broke out in 2011, more than a million migrants like Hendawi have fled to Germany seeking safety and hope for their future. While they may have found security in their new home, many are still struggling to find their place in what may be a new and unfamiliar society, especially when faced with stark language barriers, educations and skills that go unrecognised, and Germany's bureaucratic system.

Many newcomers, like Hendawi, already have basic skills, an education, and language facility, but still struggle to demonstrate their qualifications in Germany. Indeed, according to a report from the Organisation for Economic Co-operation and Development (OECD) entitled "How are Refugees

Faring in Germany," refugees are much more likely to be overqualified than other migrants. The report found that overall, "almost 60% of employed tertiary-educated refugees in the EU are overqualified for the jobs they occupy, more than twice the level of the native-born and also well above the levels for other migrant groups."

The biggest reasons for this gap, the report found, was that employers have difficulties in evaluating or recognizing refugees' foreign qualifications, and that oftentimes the newcomers themselves lacked documentation proving their skill set.

Still, only a relatively small minority of refugee newcomers enjoy the strong educational background and advanced skills of someone like Hendawi. The vast majority of newcomers face even greater struggles to find jobs or gain the skills and experience they need to make it on their own.

According to a report published last year by the German Federal Labour Office, a majority of migrants have never completed any job training—and only 4 percent of newcomers to Germany are considered highly qualified. According to Deutsche Welle, the report found that "74 percent of migrants had never completed any job training and that 58 percent of the new arrivals would only qualify for ancillary positions, such as cleaning or maintenance."

Because of this need for further training, coupled with language and cultural barriers, a majority of refugee newcomers remain without work in the first five years after their arrival. During that time, only one in four refugees is employed, according to the OECD report—and it generally takes 20 years for refugees reach the same employment rate as those who are native-born.

A CHALLENGE BUT ALSO AN OPPORTUNITY

ReDI is painfully aware of both challenges—highly qualified students struggling to expand and demonstrate their skills and newer students who are in need of skills in the first place—and is seeking to address each with an integrated approach. Advanced students attend tech courses taught by experienced practitioners while also gaining access to a vast professional network; less experienced students receive critical mentorship and a basic tech education that can support their daily needs and personal goals. Although the program is still small, ReDI hopes to expand into a larger model

that can drastically improve refugees' integration —socially, economically, and otherwise—in Germany and throughout Europe over the next few years.

ReDI instructor Tiago Castro Henriques framed in simple terms why even the most basic tech skills are key to integration: "The alternative to digital integration is digital disintegration," he said. "Which means not being a fully fledged citizen of the modern world."

The larger challenge now for advocates like those at ReDI School "is changing people's mind from '[immigration] is a danger' to 'it's an opportunity'," says Cornelius Kopke, expert with Bitkom, Germany's leading association for telecommunications and new media. Kopke sees the influx of new migrants as an incredible opportunity for the nation's tech industry, which, he says, is already primed to accept individuals from diverse backgrounds.

Cornelius Kopke, expert with Bitkom, sees the influx of new migrants as an incredible opportunity for the nation's tech industry.

"The whole tech industry is a kind of more welcoming, more experienced in migration," he said. "For example if you work at Google or Microsoft, you're able to change places of work all over the world—this whole industry is more ready for integration and more welcoming because it already has experience bringing in diverse peoples. It's not so strange to welcome those from other countries."

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WHY AN INFLUX OF NEWCOMERS MAY BE JUST WHAT GERMANY NEEDS

Furthermore, programming languages are universal —you don't need to be fluent in German, or even in English for that matter, to build an excellent website or understand the ins and outs of network security.

"Your skills can work everywhere," Kopke said. "You can have the chance to go back to your own country and do same thing you did without any problems. It's quite hard, on the other hand, to train as a lawyer and integrate somewhere else."

And the numbers don't lie; in fact, the statistics illustrate why—just as immigrants may need Germany—Germany needs immigrants. In the tech industry alone there are 51,000 IT vacancies, according to market data from Bitkom. That's an increase of 20 percent in just one year, following an increase of 5 percent the year before.

And it's not just the tech industry that needs immigrants. According to a case study from researchers at Harvard University, before the influx of migrants in 2015, Germany's labour market was "heading towards a severe shortage." Shortages in the labour market had expanded from 400,000 unfilled positions in 2010 to 600,000 just five years later. Germany, with one of the lowest birth rates in the world, clearly needed something to boost it out of its impending economic shortfall. Increased immigration was perhaps just what the country needed after all.

For his part, Kopke says he expects the demand for labour in the tech industry to grow further. "Germany is a very low digital country," he explained. As the economy begins to further digitalize, the demand for IT workers will only expand, especially with Germany's more recent startup boom; Berlin is now one of the world's leading cities for startups, according to a number of measures. If Germany really wants to fill the massive demand for tech workers, it may have to look beyond its own citizens.

Waseem Alsaleh, another ReDI student from Syria, reflected on these insights. "Most successful tech companies bring in diverse people," he said. "They have the most bizarre mix of backgrounds and nationalities—and that makes them successful."

REDI'S RADICAL SOLUTION IN PRACTICE

Alsaleh, 29, is another example of the type of newcomer that ReDI School sees primed to enter the German tech industry. With a degree in Informatics Technology and five years of experience under his belt (from before he had to flee Syria in 2014),

Alsaleh is exactly the type of worker German tech companies should be after.

Alsaleh says the largest challenge for educated and experienced workers with refugee status is a lack of a professional network and awareness of who they need to connect with to get hired. In this sense, ReDI's biggest benefit for many students is that it provides them with a personal and professional network they would normally be unable to access.

Alsaleh took a course through ReDI that was sponsored by SAP where he met employees from Facebook, Cisco, Google, SAP, Microsoft, and other major tech companies. "The connections are the important thing," Alsaleh concluded. He now has a job with an audiovisual company in Berlin.

ReDI student Joud Sayed Issa and her husband Mohamad Rajab have also both recently completed ReDI's Cisco-sponsored course on the Internet of Things, which Joud praised as a game changer for them.

"It was rich of content, well organised, and it opened our eyes to new technology, new opportunities, and new people," she said. As ReDI's founders had hoped—with their belief that 50% of success is what you know and 50% who you know—Issa recently accepted a yearlong internship with Cisco in Berlin, largely thanks to the connections she had made during her ReDI course.

Both she and Rajab have also enrolled in a computer science Master's program at Technische Universität Berlin, moving them just one step closer to achieving their dream of working in tech—and doing it together.

"It's a dream for us to get into program here in our field," Issa reflected. After so much uncertainty and sadness—including nearly a year where the pair had to live on different continents, unsure if, or when, they would see each other again—"studying and working [in the computer science field] is one of our dreams coming true."

For Amro Hendawi, the prospect of enrolling at a German university like Issa and Rajab is now within grasp. He hopes to become independent from government support, complete his degree, and eventually work at a major tech company—or even start his own business (all over again).

"Now that I came to Germany, I feel optimistic," he said. "But if I lose another year it would be devastating."

> In the tech industry alone there are 51,000 IT vacancies, according to market data from Bitkom.

60.

MORE THAN TWICE THE LEVEL OF THE NATIVE-BORN

→

"Almost 60% of employed tertiary-educated refugees in the EU are overqualified for the jobs they occupy, more than twice the level of the native-born and also well above the levels for other migrant groups."

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD)

MEET THE STUDENTS

MOHAMMED HEGAZY

AGE 38
LANGUAGES Arabic, English
COMPUTER LANGUAGE Java
WHY I CODE To to make the fairy tales come true.
IN 5 YEARS Owning my small project.
ACHIEVEMENT Helping the helpless
**FAVORITE MEMORY** I think I spent a great time learning here and for the first time I've enjoyed learning.

ZIAD KATKANI

AGE 30
LANGUAGES Arabic, Kurdish, English, German
COMPUTER LANGUAGE Ruby on Rails
WHY I CODE Because I see it is very important for the future and I want to improve my IT knowledge.
IN 5 YEARS Finished with my Master's at University and have improved my knowledge. I hope to work in a big company.
ACHIEVEMENT Bachelor of Communication Engineering, achieving B1 in the German language.
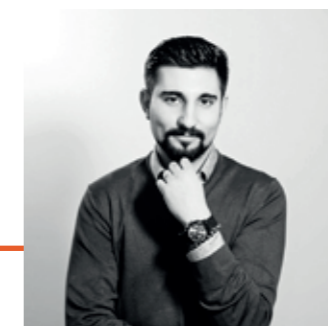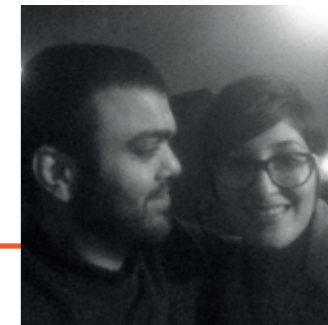
AHMADREZA SHADDEL

AGE 31
LANGUAGES Persian, English, German
COMPUTER LANGUAGE Python
WHY I CODE I learned it with ReDI. I don't know actually—I'm a Network Administrator.
IN 5 YEARS I wish I could travel around the world in the next five years, but as a job I think I'd like to work with Microsoft or Cisco.
ACHIEVEMENT My marriage :-)
FAVORITE MEMORY All the time I spent with ReDI was great, and the ReDI people are fabulous…

FADI AL SHAMAS

AGE 26
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE none
IN 5 YEARS Fluent in German and learning French in addition to my job as a manager of a marketing department and waiting for Berlinale to premiere my first film.
ACHIEVEMENT Building a great contacts network here in Berlin in the first year and gaining the ability to introduce myself in European society.
FAVORITE MEMORY ReDI School made me feel that I am not a foreigner here in Berlin.

ABDULSALAM HAMDAN

AGE 26
LANGUAGES Arabic, English, German, Spanish
COMPUTER LANGUAGE C, C++, Java, Matlab
WHY I CODE To make dreams come true.
IN 5 YEARS Eating cakes… And making the world a better place.
ACHIEVEMENT Eating four cakes in a row.
FAVORITE MEMORY Meeting the German minister of interior Thomas de Maizière.

MAGUI ALAHMAR

AGE 29
LANGUAGES Arabic, English, German, French
COMPUTER LANGUAGE I work more in the business field.
WHY I CODE I am expert in project planning and control.
IN 5 YEARS Project management
ACHIEVEMENT Four years working as a project control manager.
FAVORITE MEMORY I did one course with SAP—it was great experience and I learned so much from it.

MAHER ISMAAIL

AGE 29
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE Java
WHY I CODE To start a business
IN 5 YEARS Leading a big company in Germany with an amazing team.
ACHIEVEMENT That I am already start working on my own startup
FAVORITE MEMORY I have a lot! Everything with ReDI was cool… starting from the tour we did at the different companies, then building a network with people. I was also honoured to have a speech to say thanks to the teachers after presenting my project.

OMAR ALSABBAGH

AGE 24
LANGUAGES Arabic, German, English
COMPUTER LANGUAGE Rails, Ruby, Java, and C#
WHY I CODE My work!
IN 5 YEARS I can't predict for 5 years, but hopefully in a better place.
ACHIEVEMENT I started working.
FAVORITE MEMORY Visiting Facebook's Learning Center with ReDI

RAMIN SEDIGHI

AGE 23
LANGUAGES In addition to my native language Dari, I also speak English, Turkish and German
COMPUTER LANGUAGE I have little experience with Web development but I want to learn computer languages.
WHY I CODE Because it's my great ambition to build a private application.

→

ACHIEVEMENT I have achieved many proud things like receiving the Taekwondo gold medal in Berlin and completing a 6 month internship in a company. I also finished one semester of Web development with ReDI school. I will soon finish the B2 Deutschkurse.
FAVORITE MEMORY No I don't have but it was interesting.
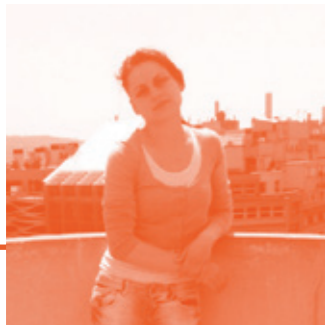
ALINA GABRIELA GHETLER

AGE 36
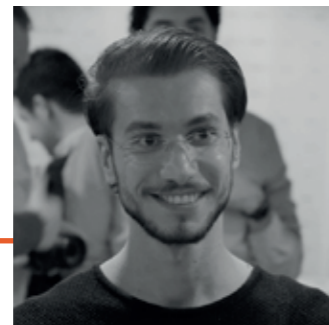LANGUAGES English
COMPUTER LANGUAGE JavaScript
WHY I CODE Because I adore coding, I'm super passionate.
IN 5 YEARS Being a good developer, sharing my passion for coding, maybe to having my first application available on Apple Store, having a boot camp or to be part of a boot camp for people who want to learn to code and to be a source of inspiration for someone like me who is struggle to learn to code.
ACHIEVEMENT I won first place in a Python competition for beginners hosted by Pyladies Berlin, third place at "Free Knowledge Game Jam" hosted by Wikimedia Deutschland, and made my first fully functional interface in JavaScrip for a app project at ReDI School.

HOSHENG IBRAHIM

AGE 27
LANGUAGES Kurdish, Arabic, Turkish, English, German
COMPUTER LANGUAGE Full Stack programing, NodeJS, Bootstrap
WHY I CODE It's a hobby.
IN 5 YEARS CEO of the company that I work in.
ACHIEVEMENT Making my parents proud of what I do.
FAVORITE MEMORY At DemoDay when we presented our ideas.

ALAA SBAIHI

AGE 32
LANGUAGES Arabic, English, and German
COMPUTER LANGUAGE Java, C++
WHY I CODE It's my passion.
IN 5 YEARS I see my self as a Senior Full Stack Software Developer. that I work in.
ACHIEVEMENT My internship at SAP.
FAVORITE MEMORY ReDI school is really a family and everyone in this creative atmosphere has the chance to start a successful career in Germany.

AMIR AMINI

AGE 28
LANGUAGES Persian, English, German
COMPUTER LANGUAGE C#
WHY I CODE Because im interested in programming.
IN 5 YEARS IT Administrator
ACHIEVEMENT Making my parents proud of what I do.
FAVORITE MEMORY Text editor

AMMAR JOUKHAJI

AGE 27
LANGUAGES Arabic, English, Turkish, and German
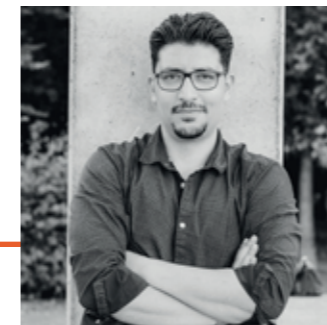COMPUTER LANGUAGE HTML , CSS , JavaScript
WHY I CODE Because it's fun.
IN 5 YEARS No idea
ACHIEVEMENT Learning the German language.
FAVORITE MEMORY Hackathon

ALAA MUSTAFA

AGE 33
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE Python, Php
WHY I CODE For self-learning.
IN 5 YEARS IT Security specialist
ACHIEVEMENT IT System Administration
FAVORITE MEMORY I loved "Thinking Design" part in Crealytics Projects course, I've learned a lot from the brain storming sessions we had with Chad, Tino, Alma and all the marvelous amazing team.

LOAY ALMOUAZZEN

AGE 26
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE Python and basics of C
WHY I CODE For network automation.
IN 5 YEARS Senior Computer Network Engineer
ACHIEVEMENT I am still in the right path to reach my goal so I can say both my current knowledge and relation networks that I have make me satisfied.
FAVORITE MEMORY Visiting the biggest companies in IT. That helped me believe that it's possible I can achieve my dreams and goals.

MUSTAFA FATEH

AGE 26
LANGUAGES Arabic, English, German, and learning Spanish
COMPUTER LANGUAGE C++, Java, PLC, Python, HTML, CSS
WHY I CODE I like to challenge myself and because I'm curious
MY GOAL To create something useful for mankind
IN 5 YEARS To run my own company or to be in your position
BIGGEST WISH I want to inspire people. I want someone to look at me and Say "Because of you I didn't give up!"
ACHIEVEMENT Technical Diploma in Computer Engineering—Tischreen University, Bachelor in Information Technology—Syrian Virtual University (in progress)

ABUD STEVE

AGE 34
LANGUAGES English, German, Russian, Arabic
COMPUTER LANGUAGE None yet
WHY I CODE Trend of Life
IN 5 YEARS Entrepreneur
ACHIEVEMENT Website
FAVORITE MEMORY Thanks

SANA ABOHELAL

AGE 24
LANGUAGES English, Arabic, German
COMPUTER LANGUAGE C# , C++, JAVA, and SQL
WHY I CODE Programs, Web pages, Mobile Applications
IN 5 YEARS Having a proper job.
ACHIEVEMENT Reaching B1 in the German language.
FAVORITE MEMORY Android mobile application course was a very useful and interesting experience.

OSAMA AHMAD

AGE 27
LANGUAGES Arabic, English, German, Kurdish
COMPUTER LANGUAGE HTML, CSS, and JavaScript
WHY I CODE Because I find it interesting and against the routines and rules. I believe that the programming today is very important for our world.
IN 5 YEARS I will give my best to study Computer Science at a university and find a job.
ACHIEVEMENT Reaching C1 in German language, Law degree, gaining work experience with translation, HTML and CSS certificate.

ABDULRAOUF SAWAS

AGE 24
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE Java, C++
WHY I CODE Coding is an international language, once you learn it, you can use it all over the world.
IN 5 YEARS I am preparing to do my Master's in Electrotechnical faculty at TU Berlin, so after five years I expect to be a professor in Communication Systems Engineering, then I could be a lecturer at Aleppo University.
ACHIEVEMENT My Bachelor's degree in Communication Systems Engineering
FAVORITE MEMORY ReDI school oriented my way and supported me a lot. We're like a family.
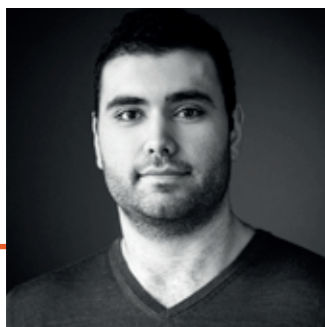
RAMI RIHAWI

AGE 22
LANGUAGES English, Arabic, German, French
COMPUTER LANGUAGE JavaScript c++ java
WHY I CODE Because I'm extremely smart and I enjoy coding … it looks complicated to other people but it really isn't.

IN 5 YEARS Being a senior developer that might have his own growing business.
ACHIEVEMENT I became an expert on QA and improved my programming and German language skill to a huge extent.
FAVORITE MEMORY Oh man so many memories … but one of the best is the first time I did a public presentation with Anne at Cisco live. it really was amazing.

M. EMRAN AHMADI

AGE 21
LANGUAGES Persian, Pashto, Urdu, English, German, Programming language
COMPUTER LANGUAGE CSS, HTML, JavaScript
WHY I CODE Because it is international and gives me the chance to work and live anywhere in the world.
IN 5 YEARS Working for an internationally active company.
ACHIEVEMENT Having my own business.
FAVORITE MEMORY The 45 minutes tour game, going from the meeting point to ReDI School in 45 minutes. We had only one "oneway ticket." We had to leave behind our money and mobile phone and had to find someone who would give us something for free. It was Sunday and it was difficult to find a shop or people in the morning. We brought a football and fortunately we won the game.

GIVARA MAHFOUD

AGE 23
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE HTML
WHY I CODE Websites
IN 5 YEARS Swimming in Thailand
FAVORITE MEMORY I was in SELL YOUR IDEA course by ReDI School.
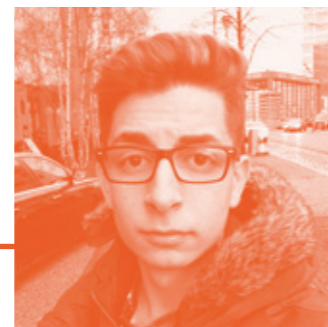
HAMZEH HAMZEH

AGE 16
LANGUAGES English, Arabic, German
COMPUTER LANGUAGE HTML, CSS
WHY I CODE I don't know I just enjoy it.
IN 5 YEARS Maybe starting my own company/business
ACHIEVEMENT I learned how to make a website and my proudest achievement in ReDI School in general is my presentation in the DemoDay.
FAVORITE MEMORY The Christmas party was one of my favourite times in ReDI school because I got to know the ReDI team more and a lot of new people, it just felt great.
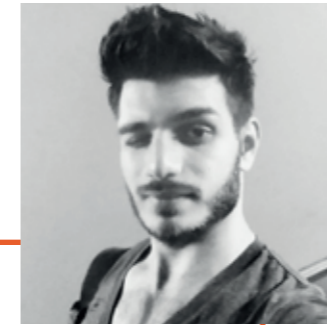
AMRO HENDAWI

AGE 23
LANGUAGES Arabic, English, German, Turkish, French
COMPUTER LANGUAGE HTML5, CSS, SHELL
WHY I CODE Because someone has to do this dirty job.
IN 5 YEARS Software developer in a huge company.
ACHIEVEMENT Creating my own job and financing myself.
FAVORITE MEMORY Pitching day in the Facebook office.
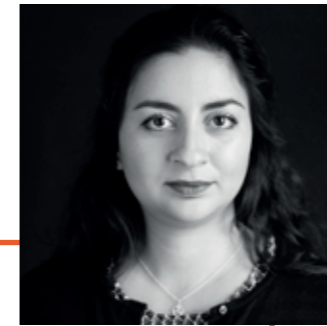
LINA ALHADDAD

AGE 29
LANGUAGES Arabic, English, Japanese, German
IN 5 YEARS I see myself working in an international organization, designing psychological and educational intervention programs for children and youth in crisis areas.
ACHIEVEMENT Winning second prize in Berlin SpaceHack competition and presenting our work in ReDI Summer School to the Federal Minster of Interior, Dr. Thomas de Maizière.

FAVORITE MEMORY Spending the summer of 2016 co-creating with my teammates at the Axel Springer coworking space, designing and prototyping a future interactive showroom for Mercedes. It was such an exciting, exausting and rewarding experience.

AMR AL KUDEH

AGE 26
LANGUAGES Arabic, English, German, Spanish, Italian, French
COMPUTER LANGUAGE Java, Python
WHY I CODE I like to speak languages, and it's an art to speak with the machines
IN 5 YEARS Finishing my Ph. D and being an expert in IoT.
ACHIEVEMENT Being inside the IoT developing field during my master's and attending big events for big companies with ReDI School
FAVORITE MEMORY The Demo Hackathon at Cisco Open Berlin was one of the coolest experiences I had with ReDI School

MOHAMAD RAJAB

AGE 29
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE I'm a networks Engineer :)
WHY I CODE It's a part of my Study
IN 5 YEARS Networks Manager with CCIE Certificates from Cisco
ACHIEVEMENT My CCNA and CCNP certificates from Cisco. My working in Virtualization systems with Vmware Company. My Networks adminstration skills from Microsoft and my Master's Program at TU Berlin University
FAVORITE MEMORY IoT workshop with Cisco and Mr. Claus.

JOUD SAYED ISSA

AGE 27
LANGUAGES Arabic, English, German
COMPUTER LANGUAGE C#, Java, Python…
WHY I CODE Because it is important in my daily life at uni and at work and because I like to code.
IN 5 YEARS I see myself working in the field of computer science and my lovely family and friends around me supporting me all the time.
ACHIEVEMENT I am proud of being a woman who is interested in computer science, student, employee, and a wife all at the same time in a foreign country with a foreign language.
FAVORITE MEMORY The friends I made from ReDI school and meeting different type of people from different background and having discussions with them taught me a lot as well as making good memories with them too.

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STUDENTS

Nizar Tarjman
Magui Alahmar
Bahar Dehkordi
Hadeer Hassan
Mustafa Fateh
Hasanain Abdulkareem
Maher Ismaail
Abdulraouf Sawas
Mohamad Shammout
Mohannad AlDakhil
Amr AlKudeh
Alaa Alloush
Loay Almouazzen
Waseem Alsaleh
Tony Awad
Mustafa Darkshly
Nouralddin Kalout
Ziad Katkani
Mohamad Rajab
Joud Sayed Issa
AhmadReza Shaddel
Issam Shamandour
Fadi Zaim
Ahmed Alfarhat
Nazir Mohammad Naziri
Osama Ahmad
Hammoud Ali Basha
Amir Amini
Abud Steve
Mohamad Basel Al Younes
Tarek Alkulli
Abdullah Alsadik
Kassem Elsayed
Hamzeh Hamzeh
Sedighi Ramin
M Saied Helani
Osama Ahmad

Alina Ghetler
Mohanad Hannouneh
Anudeep Paul Jaladi
Mohaned Khamees
Aya Khreisat
Heba Abd Raboo
Alaa Aldeen Abdeen
Sana Abo Helal
Ahmad AlOlwani
Abdulfatah AlSharaa
Ahmed Al-Haj
Ali Al-Witry
Ubade Albatal
Ammar Alhousaini
Mohammad Alhraki
Omar Alsabbagh
Fadi Alshamas
Moaaz Ashour
Nastaran Fekri
Mohammad Hachem
Mohammed Hamoud
Mohammed Hegazy
Mohammed Helasah Alsebaie
Jassem Homedi Alhussein
Hosheng Ibrahim
Naseri Mohammad Baz
Abdullah Alsadik Mustafa
Nassif Nassif
Ahmad Khan Saadat
Mohammad Sakka
Alaa Sbaihi
Maher Shami
Mohammad Ahmad
Fares Dahi
Ghaith Zamrik
Lama Haddad
Lina Haddad

Luna Bandakji
Abdulsalam Hamdan
Khaled Faour
Ammar Joukhaji
Munzer Khattab
Abdullah Mohammed
Waseem Saleh
Farhat Shaddel
Ahmad Alarashi
Hassan Aldahhak
Housam Sammoo
Issam Shamandour
Moon Chaudhry
Obay Mardini
Omar Alshafai
Saeed Mashour
Mostafa Sakkijha
Imad Soukieh
Raneem Astar
Mohammad Sakka
Rami Rihawi
Alina Ghetler
Ibrahim Nuaimi
Rojeh Alawad Alfrehat
Reza Dadgar
Markus A. Sheikh
Luqman Muhammad
Moataz Salha
Mosaab Bitaar
Omar Alhasan
Yazan Salmo
Mohammad Khattab
Ahmadullah Sedighi
Tariq Beshir
Isa Abo Mohanna
Rami Rihawi
Bassem Riahi

Bouraq Mograbi
Luna Bandakji
Khaled Alaswad
Fadi Zaim
Ghanem Zain
Ammar Joukhaji
Ali Ali basha
Ammar Merei
Ahmad Alarashi
Akram Alfawakheeri
Imad Soukieh
Nkentso Ledimo
Munzer Khatab
Bahjat al Mostafa
Nour Alnashed
Kais Alatrash
Emran Ahmadi
Khaled Faour
Ahmadullah Sedighi
Issam Shamandour
Mohamad Salim
Sami Elbaba
Wissam Ghozlan
Ameer Aswad
Omar Alshafai
Mohammad Sakka
Ibrahim Algabarte
Ghaith Zamrik
Mano Uchiha
Anas Sankar
Yazan Salmo
Ahmed Jenbaz

TEACHERS & VOLUNTEERS

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Alaa alloush
Nagareddy
Sakina Zilat
Andrey Orsoev
Aurel Avramescu
Asem Hasna
Henry Peña Torres
Richard Spindler
Janet Horwell
Tilman Singer
Flaco Zacarias
Beslinda Neziri
Melanie Thewlis
Lars Karlitski
Jonas Hallbach
Obay Mardini
Petyo Budakov
Rashida Bobb
Cassie Seo
Ina Brandi
Carsten Johnson
Brendan Monaghan
Tino Albrecht
Rubén Arévalo
Nikola Chokchov
Kuno Ospald
Tiago Henriques
Matthias Daus
Michael Schweikart
Niklas Sum
Sophia von Bonin
Apro Choudhury
Manuel Laudam
Claus Schaale
Martin Ihrke
Cristina Precup

Alma Gabriel
Kimberley Campbell
Nga Kusch
Daria Dönch
Luna Bandakji
James Lafa
Mitko Vasilev
Andre Diener
Lena Kuhlman
Stephanie Holzheu
Caroline Schnapp
Ido Sternberg
Amelie Froessl
Izabela Bratovic
Rawad Trablousi
Gohar Gasparyan
Mathias Fringes
Silvia Zanvido
Jef Lessyens
Elizabeth Press
Mathias Schmerling
Nina Bergmann
Desiree Bosemuller
Mozamel Aman
Daniel Wallinger
Alejandro Machado
Alina Baciu
Antonio Stilo
Arman Nasirtoussi
Chris Ward
Dennis Oelkers
Diaa Sami
Dominic Latham
Genevieve Parkes
Henning Peters
Jag Chadha
Jason Banks

Joseph Finlayson
Julia Biro
Nynne Just Christoffersen
Pertr Prchal
Peter Ihme
Rawad Traboulsi
Richard Garbutt
Sebastian Marambio
Sebastian Probst Eide
Sebastian Uribe
Stefan Gränitz
Tarek Galal
Yasmin El Koshy
Chadwick Marshburn
Daniel Ventura
Sophie Jonke
Aditi Ramdorai
Janine Hausl
Frederike Heydolph
Marissa Brown
Susana Cano

ASK PAULINA
HOW TO FIND A JOB IN A TECH COMPANY

PAULINA MUÑOZ IS REDI'S CAREER DEVELOPMENT ROCKSTAR. HERE IS HER ADVICE FOR HELPING STUDENTS ACHIEVE THEIR DREAMS.

WHAT ARE THE MOST IMPORTANT ASPECTS OF A CV?
IF I DO GET AN INTERVIEW, HOW SHOULD I PREPARE FOR IT?

Firstly, be realistic about your aspirations, know yourself and your strengths and weaknesses. You should prepare your CV according to this. Ask for help with this preparation, practice with other people and ask for their opinion about your CV. Apply to the jobs where you fit most of the requirements—it does not need to be all of them, but at least the more relevant ones. Do your research, get informed about the companies you'll be applying for. Ultimately, you need to be patient—even for Germans it's not so easy to find the perfect job here in Berlin!

WHAT'S THE BEST WAY TO GET EMPLOYED
BY A TECH COMPANY IN GERMANY?

It is probably a good idea to start looking for an internship, even an unpaid one, for the first couple of months with the promise of being evaluated after this period. This will give you the chance to learn, prove your skills, be known, and start building your network. Additionally, you should use all the opportunities to get connected to German society, as networking is extremely important. Every time you go to learn something you meet with other people, and every time you participate in any event or conference you have the opportunity to get to know new people. You never know from where a new possibility will come, but you need to be open for new opportunities!

ReDI students are already highly self-motivated, autonomous, independent, and have a hands-on mentality. They're working on their IT skills, learning German, and finding their way around the city. In many cases, they're even helping other people in the process! All they need now is to feel and show confidence in themselves. They need to show their motivation, independence, autonomy, proactivity and resilience. These are characteristics that many German organizations can already see in our ReDI students.

FIVE QUESTIONS
WITH THE FOUNDERS OF DALILINOW.COM

ReDI students MAHER ISMAAIL and HOSHENG IBRAHIM are the cofounders of DaliliNow.com, an online platform that connects newcomers in Germany with the resources and services they need to integrate and succeed in their new home. We spoke with them about their own experiences as newcomers and what they hope to achieve with Dalili.

CAN YOU TELL US A LITTLE ABOUT YOURSELVES? WHAT ARE YOUR BACKGROUNDS?

HOSHENG: I'm from Qamishli, Syria, I studied Topography in Damascus University. I moved to Germany five years ago because my brothers were here and I wanted to pursue a Ph.D. in Computer Science Engineering. I had also studied German at the Goethe Institute in Syria. Although my visa was rejected three times, I finally got lucky on the fourth try and was accepted. I studied IT at Humboldt University in Berlin as a guest student, where I studied German and interned for a video management company. I'm now working as a freelance web designer and developer — readers can learn more about my freelance services at shengoway.com.

MAHER: I'm also from Syria, where I studied computer engineering in university. In 2014, I left my country because I didn't want to join the Syrian army. So I moved to Istanbul, where I worked for one year as an Android programmer. In 2015 I decided to leave Istanbul because, although life in Istanbul is beautiful, you can't build a future there — you work just to live and continue breathing. Here I have the opportunity and support to build a new life and achieve my dreams.

WHAT IS DALILI?

MAHER: In three words, it's a services search engine. In Arabic, the word Dalili means "my guide," so we're aiming to build a search platform for critical services

here in Germany that empowers users to find everything they need to integrate, like German courses, jobs, flats and more. Dailili will help guide newcomers to find the right resources to meet their needs as well as quicken the integration process. We want to change the image of newcomers asking for help.

HOSHENG: I would say it's "Yellow pages for newcomers".

HOW DID YOUR OWN EXPERIENCE AS NEWCOMERS SHAPE YOUR VISION FOR DALILI?

HOSHENG: The two biggest challenges for me were the language barrier and also finding a job. Many people assumed that as a Syrian, I didn't know anything about technology, so it was hard for me to find opportunities.

MAHER: As a newcomer, I suffered from many problems during the first months here. I wanted to integrate, but it wasn't easy to know how. I lost 10 months of my life in Germany not knowing what I could do. Now, I know that there are so many great organizations and NGOs that provide support and education for free. But I — like other newcomers — didn't know about them. I hope Dalili can bring both sides together and share information with other newcomers.

WHAT IS THE HISTORY OF DALILI? HOW DID IT GET STARTED?

MAHER: I wanted to help other newcomers discover their opportunities and options here in Germany, as it took me almost a year to discover ReDI School. I know I'm not the only one suffering from these types of problems. I actually came up with the idea in a hackathon with ReDI School and Techfugees, and later told Hosheng and one other ReDI student about it. We were all in a ReDI class together and I told them because I was looking for people who would have the same passion about the project as me — I thought Hosheng would have this passion. We finally started moving forward with my idea in December of 2016.

WHAT IS HAPPENING NOW WITH THE APP? WHERE ARE YOU AT WITH IT?

MAHER: We're currently doing a program with Ideas in Motion, a business incubator for newcomer entrepreneurs in Berlin, and are learning new things with them

"THE TWO BIGGEST CHALLENGES WERE THE LANGUAGE AND FINDING A JOB."

everyday, such as design thinking, human-centered design, entrepreneurship, and more. We will register soon as a for-profit company in Germany and hope to take an office or coworking space somewhere and set up our central operations. We're also building a partnership with another organization that can help

us get data for our search engine. Lastly, we've received quite a bit of interest from volunteers who are interested in working with us — we still need designers and other support. Those who are interested should check out our website, Dalilinow.com or find us on Facebook under DaliliGuide.

REDI STUDENT LUNA BANDAKJE HAS A SPECIAL TALENT ...

→ GOOGLE

ERIC SCHMIDT

→ MERCEDES

SABINE SCHEUNERT

→ FACEBOOK

MARK ZUCKERBERG

→ FACEBOOK

SHERYL SANDBERG

→ REDI SCHOOL

ANNE

→ REDI SCHOOL
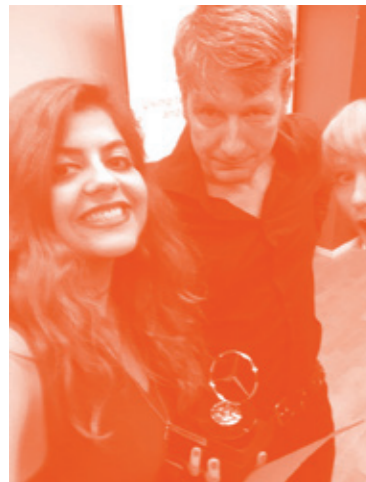
FERDI VAN HEERDEN AND ANNE

→ GERMAN MINISTER OF INTERIOR

THOMAS DE MAIZIÈRE

GETTING SELFIES WITH VISITING VIPS!

CAN YOU RECOGNISE WHO'S WHO?

REDI MEMORIES

"After presenting my project, I celebrated by taking a selfie!"
MAHER ISMAAIL, STUDENT

"Doing SWOT analysis for the project in the SAP office."
MAGUI ALAHMAR, STUDENT

Carsten Johnson, a corporate affairs manager at Cisco Germany, says he was immediately impressed by ReDI student Ahmadullah Sediqi at a ReDI/Cisco hackathon last year. Their friendship quickly grew and Carsten is now Ahmadullah's mentor at Cisco, where Ahmadullah is an intern!

Design Thinking - Teamwork
ALAA MUSTAFA, STUDENT

"Receiving the awards, and showing the fruits of our hard work!"
AMRO HENDAWI, STUDENT

"All smiles at the end of the DemoDay of an incredible summer semester."
LINA ALHADDAD, STUDENT

"Group picture of our class."
TINO ALBRECHT, INSTRUCTOR
CREATIVE PROJECTS IN PRACTISE

"DemoDay #Great_moment in Berlin."
FADI AL-SHAMAS

DemoDay 2017
HOSHENG IBRAHIM

"Girls working together to code the robot in order to move around in the shape of the heart."
LENA KUHLMANN
INSTRUCTOR ROBOTICS COURSE

"Richard (my great colleague) and I having a selfie while kids are soldering some LEDs and Resistors."
ASSEM HASNA
INSTRUCTOR PROGRAMMING AND ROBOTICS COURSE

"My Family...!"
ALAA SBAIHI

ZDF interview at Kloeckner
RAMI RIHAWI

Hakathon day at Cisco's openBerlin Innovation Center, IoT workshop
MOHAMAD RAJAB, STUDENT

ReDI School 2016
M. EMRAN AHMADI

Group picture at the end of the course.
ALMA GABRIEL
INSTRUCTOR CREATIVE PROJECTS IN PRACTISE

"First pitch of my life, during entrepreneur-ship class."
ABDULSALAM HAMDAN

"Thank you, my dear friends!"
PETYO BUDAKOV, PH.D
INSTRUCTOR SELL YOUR IDEA

SCALING SOCIAL IMPACT

BY ANNE KJAER RIECHERT

→

The idea behind ReDI School was co-created with refugees and the Berlin Tech Community from the very beginning. The slogan "STOP TALKING ABOUT REFUGEES - START TALKING WITH REFUGEES" has guided our path and inspired others to join. What a journey it has been!

In less than a year we have completed 3 semesters of courses with over 200 participants and are now kicking off the fourth semester with 100+ students spread across 10+ IT-courses. Our courses have been very popular with our participants, and this popularity can also be attributed to the fact that 53% of our new set of current applicants were referrals from our previous students. A number we hope to see growing.

THE SUCCESS STORIES HAVE ALSO RESONATED WITH GERMAN AND INTERNATIONAL MEDIA LIKE CNN, BBC, DIE ZEIT, AND OTHERS. Also several important visitors like Mark Zuckerberg, Sheryl Sandberg, German Interior Minister De Maizière and USA Ambassador to the UN Samantha Power have visited us and our students at ReDI School.

Throughout 2017 we will continue to scale our courses in Berlin and work focussed on establishing a sustainable business model which will enable us to scale our initiative responsibly and generate sufficient revenues to sustain ourselves. We are specifically looking forward to start doing more outreach courses for women as well as kids with refugee background. Our vision is to scale our successful model to other cities across Germany and later to several countries across Europe.

STEIGERUNG DES SOZIALEN EINFLUSSES

ReDI School wurde gemeinsam von Flüchtlingen und der Berliner Tech Community kreiert. Der Slogan "STOP TALKING ABOUT REFUGEES - START TALKING WITH REFUGEES" hat uns stets auf unserem Weg begleitet und hat viele andere inspiriert uns zu folgen. Was war das nur für eine Reise!

In weniger als einem Jahr haben wir 3 Semester mit mehr als 200 Kursteilnehmern abgeschlossen und sind gerade dabei das vierte Semester mit 100+ Studenten in 10+ IT-Kursen zu starten. Unsere Kurse waren sehr beliebt bei unseren Studenten, was auch davon bestätigt wird, dass 53% unserer neuen Bewerber von ehemaligen Studenten empfohlen wurden. Eine Zahl, die wir hoffen in der Zukunft noch steigern zu können.

DIE ERFOLGSGESCHICHTEN UNSERER STUDENTEN WURDEN VON MEHREREN DEUTSCHEN UND INTERNATIONALEN MEDIEN WIE CNN, BBC ODER DIE ZEIT AUFGEGRIFFEN. Außerdem hatten wir mehrere bewegende Besuche von einflussreichen Personen wie Mark Zuckerberg, der Gründer von Facebook, Innenminister De Maizière und US Botschafterin der UN Samantha Power.

2017 werden wir unsere Kurse in Berlin erweitern und uns darauf fokussieren ein nachhaltiges Geschäftsmodell zu erstellen, dass uns dabei helfen wird unsere initiierte Verantwortung zu erweitern und Umsatz zu generieren um uns selbst finanzieren zu können. Wir freuen uns vor allem darauf, Kurse für Frauen und Kinder mit Migrationshintergrund zu entwickeln. Unsere Vision ist es, unser Erfolgsmodell in weiteren Städten in Deutschland und mehreren Ländern in Europa aufzubauen.

IN THE NEXT TWO YEARS, WE AIM TO BUILD NEW BRANCHES IN THREE OTHER GERMAN CITIES: HAMBURG, MUNICH, AND STUTTGART, WHERE OUR EXISTING CORPORATE PARTNERS HAVE A STRONG PRESENCE AND THERE IS A THRIVING TECH ECOSYSTEM.

Our partners can provide us with the necessary resources to get started and we plan to find driven social entrepreneurs in these cities to lead the new offices.

In the medium term, we can franchise or partner with existing schools in other countries like Austria, Holland, Finland, Sweden, Norway and Denmark, where we can replicate our programs and processes. By 2020, we aspire to impart IT-skills to over 3000 refugees.

FURTHERMORE, WE AIM TO BUILD A GLOBAL NETWORK OF TECH SCHOOLS FOR DISPLACED PEOPLE WITH OUR FRIENDS IN IRAQ, AFGHANISTAN, AND SOUTH KOREA, AMONGST OTHERS. This initiative has already been kicked off in a conference co-organised by Techfugees and us in March 2017 in Paris. We look very much forward to continuing to collaborate and exchange best practice with other coding schools across the globe. The early stage "Refugee Tech School" consortium has already received verbal encouragement from both UNESCO and UNHCR.

Currently, the ReDI School is at a crossroads. We need to raise more funds to sustain and grow our small team of four employees and hire two to three new team members to keep growing. We feel optimistic that we will achieve this through a mix of new corporate partners, by teaming up with national and international foundations as well as through closer collaboration with local and national government. The journey has indeed just started, but we are happy to be walking it together.

IN DEN NÄCHSTEN ZWEI JAHREN MÖCHTEN WIR WEITERE STANDORTE IN DREI ANDEREN DEUTSCHEN STÄDTEN ÖFFNEN: HAMBURG, MÜNCHEN UND STUTTGART. IN DIESEN STÄDTEN HABEN UNSERE PARTNER STARKE MARKTPRÄSENZ UND DAS TECH-ÖKOSYSTEM IST IN GROSSEM WACHSTUM.
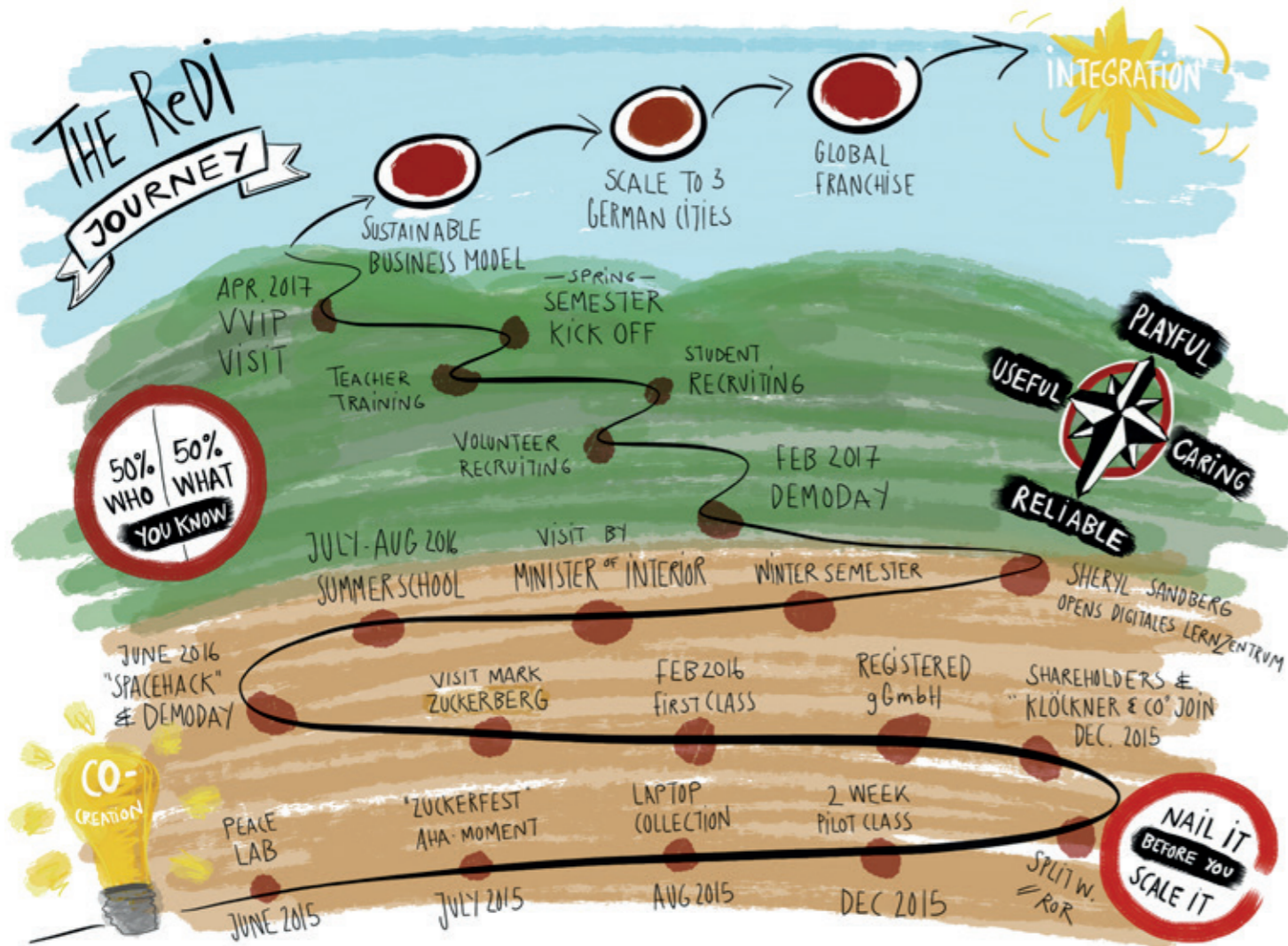
Unsere Partner können uns die notwendigen Ressourcen zur Verfügung stellen und wir planen, engagierte Unternehmer zu finden, die diese neuen Büros führen.

Mittelfristig, wollen wir ein Franchise- oder Partner-Programm mit existierenden Schulen in anderen Ländern entwickeln, wie Österreich, Holland, Finnland, Schweden, Norwegen und Dänemark, in denen wir unsere Programme und Prozesse nachbilden können. Bis 2020 möchten wir IT Skills an mehr als 3000 Flüchtlinge in Europa vermittelt haben.

AUSSERDEM WOLLEN WIR EIN GLOBALES NETZWERK AN TECH SCHULEN FÜR VERDRÄNGTE MENSCHEN MIT UNSEREN FREUNDEN AUS DEM IRAK, AFGHANISTAN UND SÜDKOREA BILDEN.

Diese Initiative begann mit einer, gemeinsam mit Techfugees, organisierten Konferenz im März 2017 in Paris. Wir freuen uns auf die weitere Zusammenarbeit und den Austausch über Best Practice Beispiele mit anderen Code-Schulen auf der ganzen Welt. Das frühe Consortium hat bereits mündlichen Zuspruch von der UNESCO sowie der UNCHR bekommen.

Derzeit ist ReDI School an einem Scheideweg. Wir brauchen finanzielle Unterstützung um unser kleines Team von 4 Personen um 2-3 neue Mitarbeiter zu erweitern. Wir sind optimistisch, dass wir durch die Kombination von Corporate Partnern, den Zusammenschluss mit nationalen und internationalen Stiftungen, sowie durch enge Zusammenarbeit mit lokaler und nationaler Regierung schnellstmöglich unser Ziel erreichen werden. Unsere Reise hat gerade erst begonnen, aber wir sind glücklich, dass wir sie gemeinsam antreten.

THE REDI
JOURNEY

INTEGRATION

SCALE TO 3
GERMAN CITIES

GLOBAL
FRANCHISE

SUSTAINABLE
BUSINESS MODEL

APR. 2017
VVIP
VISIT

— SPRING —
SEMESTER
KICK OFF

TEACHER
TRAINING

STUDENT
RECRUITING

PLAYFUL

USEFUL

CARING

50% WHO | 50% WHAT
YOU KNOW

VOLUNTEER
RECRUITING

FEB 2017
DEMODAY

RELIABLE

JULY-AUG 2016
SUMMER SCHOOL

VISIT BY
MINISTER OF INTERIOR

WINTER SEMESTER

SHERYL SANDBERG
OPENS DIGITALES LERNZENTRUM

JUNE 2016
"SPACEHACK"
& DEMODAY

VISIT MARK
ZUCKERBERG

FEB 2016
FIRST CLASS

REGISTERED
gGmbH

SHAREHOLDERS &
"KLÖCKNER & CO" JOIN
DEC. 2015

CO-
CREATION

PEACE
LAB

'ZUCKERFEST'
AHA-MOMENT

LAPTOP
COLLECTION

2 WEEK
PILOT CLASS

NAIL IT
BEFORE YOU
SCALE IT

JUNE 2015

JULY 2015

AUG 2015

DEC 2015

SPLIT W.
RoR

"UNSERE REISE HAT
GERADE ERST BEGON-
NEN, ABER WIR SIND
GLÜCKLICH, DASS
WIR SIE GEMEINSAM
ANTRETEN."

In less than a year we have completed
three semesters of courses with over
200 participants and are now kicking
off the fourth semester with 100+ stu-
dents spread across 10+ IT-courses.

In weniger als einem Jahr haben wir
3 Semester mit mehr als 200 Kursteil-
nehmern abgeschlossen und sind gerade
dabei das vierte Semester mit 100+
Studenten in 10+ IT-Kursen zu starten.

"THE JOURNEY
HAS INDEED JUST
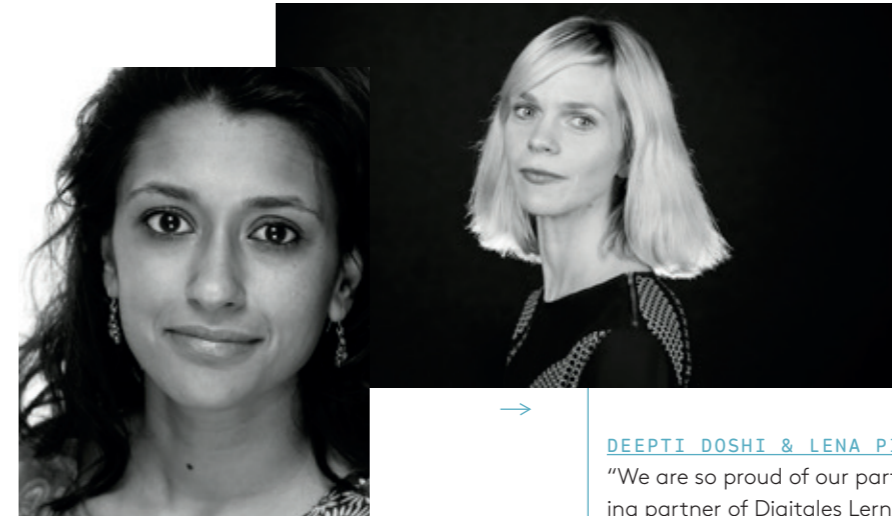STARTED, BUT WE
ARE HAPPY TO BE
WALKING IT

TOGETHER."

ANNE KJAER RIECHERT

WORDS FROM OUR PARTNERS

DEEPTI DOSHI & LENA PIETSCH / FACEBOOK

"We are so proud of our partnership with ReDI — as a founding partner of Digitales Lernzentrum, ReDI has helped shape the school into a wonderful community where people from all ages are learning digital skills with and from one another. We are inspired by ReDI's vision to ensure the digital economy is inclusive and ReDI's push to ensure it meets the needs of the realities of not only its students, but of all the students learning in the space. We have learned so much from ReDI and look forward to doing many more great things together."

GISBERT RÜHL / CEO KLÖCKNER & CO

"Fostering refugees and integrating them into our society is an integral part of our social commitment. Since early 2016, we have not only been principal sponsor but also a close cooperation partner of ReDI School. Through our startup kloeckner.i based in Berlin, we have evolved into the digitalization pioneer of the steel industry. This is why we are currently boosting the number of employees at kloeckner.i significantly, also relying on graduates of the ReDI School to fill some of the vacancies. Rami Rihawi is the first ReDI graduate to whom we are pleased to have offered permanent employment following an internship at kloeckner.i. In his capacity as Quality Assurance Officer, Rami is instrumental in optimizing the digital tools developed at kloeckner.i. I would be delighted if the example of Rami Rihawi were soon to be followed by further success stories of our cooperation. So I can only encourage all ReDI students to seek contact with kloeckner.i and, for instance, apply to do an internship with us. In order to ramp up our collaboration still further, we are now also accommodating ReDI's team at kloeckner.i's new premises so that we are literally together "under one roof." With this move, we are pursuing our efforts to help ensure that ReDI can continue to build on its extremely successful track record since it was founded and wish everyone concerned all the very best."

**STEPHAN THIEL /
BOARD MEMBER START CODING E.V.**

"Our collaboration with ReDI was definitely one of our highlights in 2016. Joining forces with Anne and her team, we were able to offer fun new learning experiences for the youngest among ReDI's students: kids in Berlin's welcome classes. Seeing these kids explore topics such as making, prototyping, robotics and coding shows just how much positive potential there is in bringing people together through learning and creativity. We will definitely continue our work to kickstart more of these valuable initiatives together with ReDI in the next year!" →

CHRISTOPHER CEDERSKOG / WONDER WORKSHOP EUROPE

"Integration is such an important part of our everyday life and we admire the work ReDI School does in this field! We are happy to support the cause with our robot Dash. We loved working with the Welcome Class in Berlin-Wilmersdorf last fall. It was an inspiration for us to see refugee children learn how to program our robots, playing together and having fun. We believe that coding is a universal language of the future that opens doors and connects boys and girls of all backgrounds and cultures. Thank you for this opportunity!"

JÖRG RHEINBOLDT /
AXEL SPRINGER PLUG AND PLAY
"It was a great pleasure to have ReDI with us and one of the highlights definitely was the first event with the students at the accelerator. My 12-year old sons were with me at the office that day and one of them in the end said to me: "Super interesting to meet all the people. But the funny thing is that it´s so hard to tell the mentors and tutors from the refugees." I think this is exactly what it´s about. In addition to this Mark Zuckerberg's visit was definitely a highlight, because it was all about meeting. Talking and connecting. All the best for the team and I hope we will always be connected."

CLAUS SCHAALE / INSTRUCTOR FOR REDI'S
CISCO-SPONSORED IOT COURSE
"What makes the ReDI "giving back" experience unique is the fact that we can put our expertise and technologies to work. By teaching and mentoring what we do best has hopefully helped newcomers not only to learn "cool stuff," but also discover what they want to do with their careers while building their new lives in Berlin. At the same time, we have had the chance to learn about other cultures and also found our first interns, making our office more diverse and adding highly talented and motivated young professionals to Cisco. The overall experience has been more a win-win situation rather than "giving back". I would encourage other big or small technology companies to engage here and take advantage of this unique opportunity!" —→

THOMAS HÜBL / CELEBRATE LIFE
"We wanted to support ReDI because they are a highly dedicated and creative organisation, which focuses on the potential of refugees and enables them to enter the digital economy in Germany. We need bridges like them for a successful and inclusive society."

TINO ALBRECHT / SAP SENIOR SOLUTION ARCHITECT
"The value to our company from working with ReDI cannot be overstated. Among other benefits, we received early access to potential hires, incredibly positive PR and media coverage, and of course, the enriching and rewarding experience of helping integrate refugees into the German work world. Plus, we've found that by adding newcomers with different backgrounds to our team, we have gained new and fresh perspectives on our own work. Our company has immeasurably benefitted from this, helping us refocus our priorities." —→

"THE WORLD IS CHANGING FAST AND LIFELONG LEARNING IS REQUIRED."

BREIDENBACH FAMILY /
SHAREHOLDERS
"Perhaps more so than any other sector today, the education sector is in need of innovative, new concepts of learning. The frameworks for teaching 21st century skills needs to be re-thought. The world is changing fast and lifelong learning is required. With the arrival of thousands of eager and capable newcomers to Germany, there is no better time than now to innovate and expand opportunities for what are sure to be our future business leaders, politicians, and fellow citizens. We have been proud since the beginning to support ReDI School's efforts to create these opportunities for newcomers, specifically its work to build a platform for newcomers to learn new skills, connect with future work- places, and find a home where all feel they belong. In the year and a half since it launched, the ReDI team has worked tirelessly to determine what works and what could work better, all the while weaving strong ties between German companies, newcomers, policy-makers, and other important stakeholders. We are thrilled to accompany ReDI as it continues changing lives and creating opportunity for those who might otherwise miss out, all the while serving as a model for other social entrepreneurs and startups. We are especially excited to see the results of its fast-moving expansion into education for women and children, which we have no doubt will empower these groups to shape their own future in Germany and around the world."

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TECHFUGEES
WEBER SHANDWICK
WELCOMESTARTUP.EU
WIMDU
WHITEAWAY
WONDER WORKSHOP
ZALANDO

KICK-OFF DAY

APRIL 2017

10:00

01

WELCOME About 115 students arrived at ReDI's new space in Berlin for a warm introduction to the school, their teachers, and to each other!

02

10:30

MARSHMALLOW CHALLENGE Students were divided by class into ten different groups and challenged to compete in the Marshmallow Challenge: an 18-minute competition to build the highest structure with 20 pieces of dry spaghetti, a meter of tape, a meter of string, and a marshmallow.

11:00

04

VICTORY And we've got a winner: the Internet of Things team built a tower that was about 56 centimeters high. Following the results, Anne Kjaer Riechert interviewed the winning team about their methodology and strategy, with the ultimate take-away that prototyping is critical to any design.

03

10:48

DOWN GOES THE TOWER! Woops! Many groups waited until minute 17 to place the marshmallow on the structure—and down it goes!

11:30

05

ROBOT CHALLENGE Students then faced their next challenge: designing a robot from the large cardboard boxes left over from ReDI's move to its new space. Robots were judged on multiple criteria: height, if it could stand on its own, and if it reflected one of ReDI's core values of being playful, helpful, caring, or reliable. Robots received extra points if other teams were able to guess which value it represented. After 30 minutes of work the winner was announced: the combined classes of Data Analysis and Backend Development!

12:30

06

LUNCH BREAK!

07

13:00

GROUP PHOTO

13:15

08

DESIGN THINKING WORKSHOP After lunch, Riechert led a workshop on human centered design. Students learned how to brainstorm ideas, map challenges, and identify best practices in design thinking. Teams were then challenged to identify a problem facing newcomers in Berlin and strategize about possible technological solutions to these issues. Teams tackled such problems as learning German, finding German friends, and getting into university, and then designed apps to solve these problems based on "How might we?" questions developed by the groups.

09

15:15

PROTOTYPES AND FEEDBACK SESSION Each group went on to prototype their ideas on paper, demonstrating what the app would look like and how it would address their chosen problem. Following the prototyping session, groups gave three-minute pitches on their ideas and received feedback from the audience.

17:00

10

GOODBYE! After a long day of learning, connecting, and facing challenges together, 115 new friends said goodbye (until next time!)

MAKE A WISH
AND JOIN OUR WISH TREE

01 CUT OUT THE LEAF
02 FILL IN YOUR WISH
03 COME OVER AND POST
IT ON OUR WISH TREE

Your wish

Your picture

Your name

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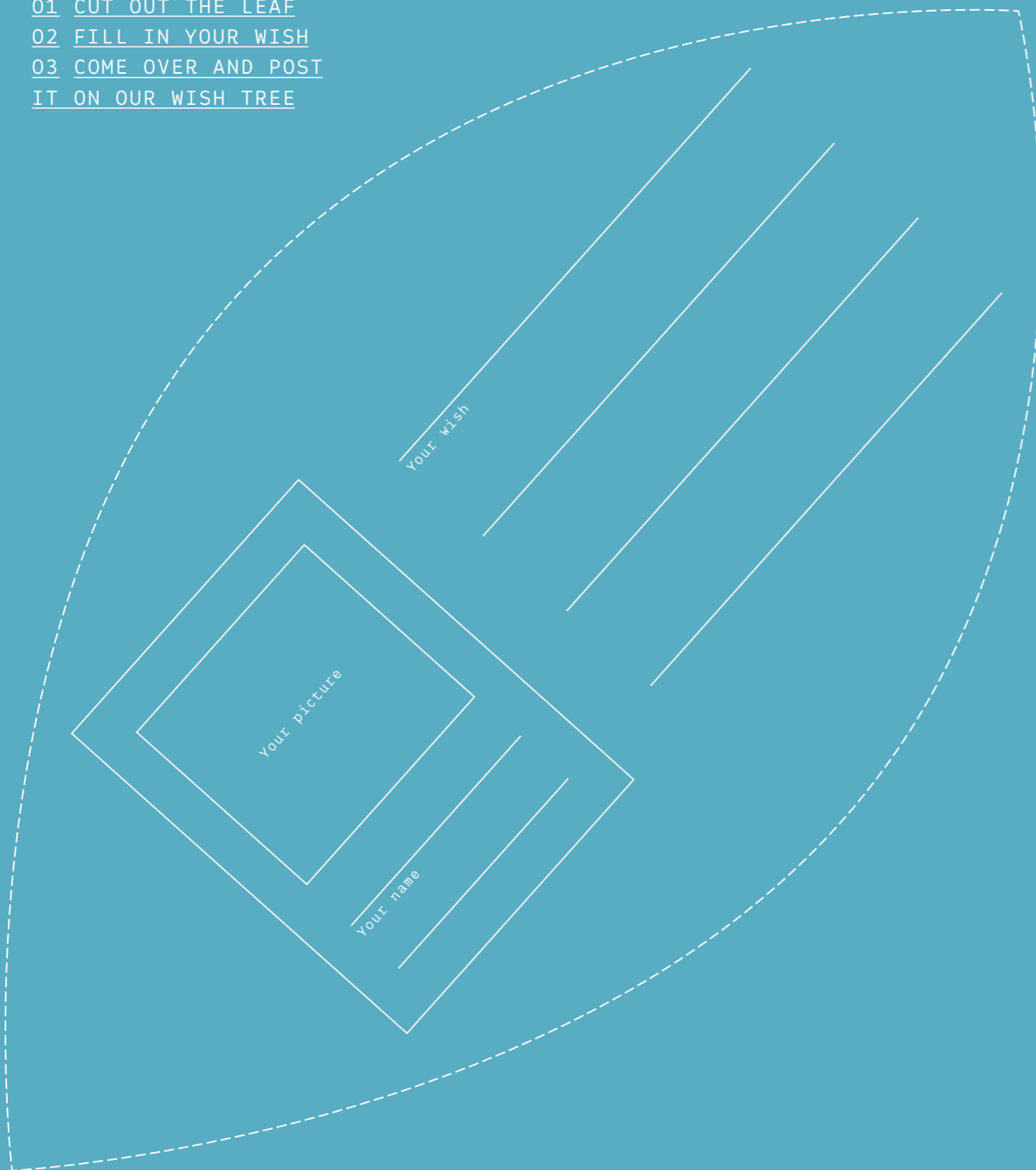
"A BIG THANK YOU
TO OUR STUDENTS
FOR GIVING US
THE OPPORTUNITY
TO LOOK OVER OUR
OWN HORIZON."

ALMA GABRIEL
TEACHER