

# IMPACT REPORT

2018 - 2022





We believe education can be done **differently**, and we're out to prove it.

# TABLE OF CONTENTS

INTRODUCTION \_\_\_\_\_ 4

A DIFFERENT APPROACH TO  
**TALENT** \_\_\_\_\_ 7

A DIFFERENT APPROACH TO  
**LEARNING** \_\_\_\_\_ 8

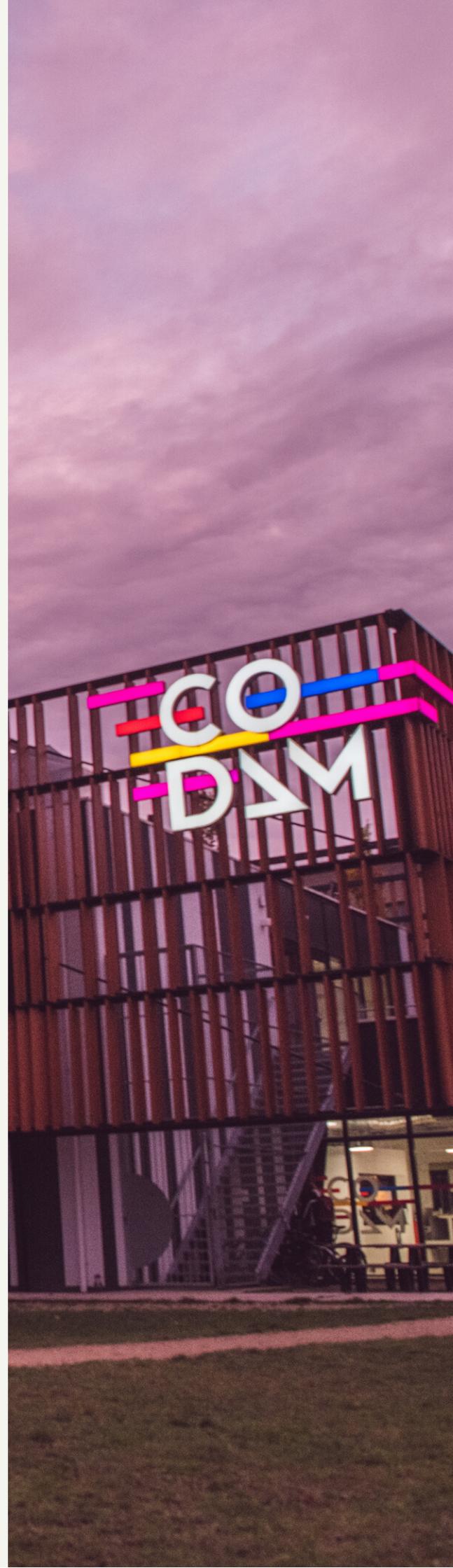
A DIFFERENT APPROACH TO  
**SUCCESS** \_\_\_\_\_ 10

ALUMNI JOURNEY \_\_\_\_\_ 11

LEAVE NO ONE BEHIND \_\_\_\_\_ 12

FINANCIAL ACCOUNTABILITY \_\_\_\_\_ 13

ACKNOWLEDGEMENTS \_\_\_\_\_ 14



# INTRODUCTION

## Mission

Codam's mission is to prepare the next generation for the jobs of today and tomorrow by offering high-quality software engineering education to anyone who wants to learn.

We believe everyone should have the opportunity to maximize their potential, regardless of background or financial capability. Especially in tech, we need not only to increase the number of engineers, but also have ones with the right mindset, drive, and skills. A diverse workforce is necessary to tackle the increasingly complex challenges our society is facing.

"I founded Codam to make it easier for people to kick-start a career in tech irrespective of their background or qualifications, and take part in the economic growth the region is experiencing."

Corinne Vigreux, co-founder TomTom and founder Codam

## Values



### Making a difference

Open to everyone, peer-to-peer learning, and free of charge



### Learning to learn

Don't know it yet?  
Ask again tomorrow



### Nurturing diversity & inclusion

Our differences drive innovation



### Providing equitable chances

Considerate of individual circumstances and needs



### Going above and beyond

Passionate, engaged and committed to the cause



2018, Building under construction



2018, Registration of our first candidates



2019, Official Opening by Queen Máxima



2020, Talent Day with various companies



2021, First Codam Core Graduates



2022, Clash of the Coalitions Hackathon

# A DIFFERENT APPROACH TO TALENT

“Codam is doing everything to be inclusive to everyone. Jobs in technology are about coding, creativity, evolving, and sharing. These are the skills you will learn through Codam.”

Neelie Kroes, Dutch politician and European Commissioner 2004 - 2014

## Democratizing Tech Education

There is an increasing shortage of software engineers. According to the [letter](#) from Ministers Adriaansens and Jetten (2022), the number of tech professionals needed in the Netherlands reached a record high of 100,000 job openings in Q4 of 2021, however, potential talent remains undiscovered and underused.

Those who identify as female and non-binary, along with those with a non-western migration background are underrepresented. Currently, only 8% (MBO) and 12% (HBO) of women choose to study STEM after high school (EZK, 2022). And only 18.5% of all IT professionals in the Netherlands are female according to [CA-ICT](#) (2021).

Codam offers a unique and accessible model that educates a diverse group of people in an effective and scalable way. We reach students from different backgrounds, ages, and gender. This includes individuals who never imagined that programming could be the right fit for them and those for whom programming was previously unattainable.

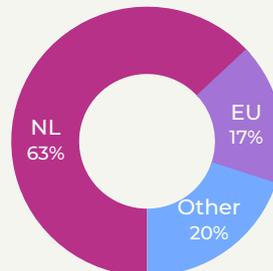
1592  
candidates

in the selection Piscines; a full month to dive into the world of software engineering and peer-to-peer learning.

31%  
female

2%  
non-binary

## Country of origin



60%  
without prior programming experience

## What we've learned

We believe that everyone deserves an equal opportunity regardless of gender identification. Therefore, since 2019, we are saving seats in the Piscine for women and non-binary, we organise female only open days, and focus all our recruiting efforts on attracting a diverse candidate pool. These actions have proven successful without needing to apply positive discrimination in the selection process.

# A DIFFERENT APPROACH TO LEARNING

## Futureproof skillset

The lack of tech talent is a threat to the green and digital transition. In high school less students are choosing a technical profile, and the number of students choosing a technical study at university dropped from 11.8% in 2021 to 10.7% in 2022 (FD, 2022). All while the technical skillset is needed to deliver the necessary changes for a sustainable future.

Even though the market is eagerly in need of technical talent, the traditional universities cannot accommodate all applications. University of Twente implemented a numerus fixis for the bachelor's degree Technical Computer Science starting in the academic year 2022-2023, following existing numerus fixi for tech studies at UvA, TU/e, and TU Delft.

Codam's peer-to-peer educational model is designed to accommodate a large number of students. Removing the traditional teacher based model allows students to learn with and from each other through a uniquely designed qualitative curriculum. Students gain a highly technical skillset along with important soft skills. Students develop high levels of autonomy, and are encouraged to collaborate, communicate, think creatively and problem-solve. They acquire the most important skills in today's ever-evolving workforce.



## What we've learned

Students are capable of so much (more) when provided with the right environment and tools to learn. People who do not fit into the traditional educational system can still become excellent software engineers. We see students flourish because Codam's education caters to their needs instead of the other way around, they thrive because of our educational model.

"Codam has opened so many new doors for me and I am really excited for the future. Before Codam I was quite lost, not knowing what to do and I didn't fit in the regular education system. Thanks to Codam I found the drive to learn again"

Marijn van Heesewijk,  
Codam Alumnus 2021

**584** students started

the 2 year Core Curriculum at Codam

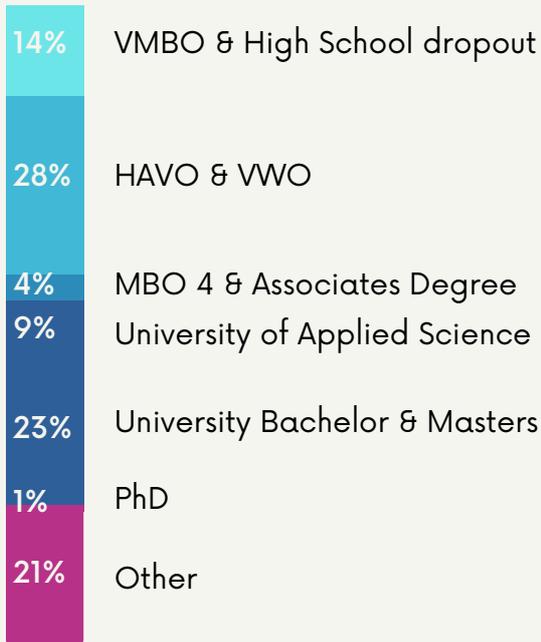
**443** still enrolled

in their study or on a 6 months internship

**82** graduated

and kickstarted their career

## Education Background



**100%**  
employment

**42K**  
average gross annual salary

**> 75**  
companies hired Codam students

**< 1** month between graduation and finding a job

**4.6** /5  
technical level rated by intern supervisor

**4.7** /5  
overall satisfaction rated by intern supervisor

## Some hiring companies



# A DIFFERENT APPROACH TO SUCCESS

"We are at the start of a paradigm shift in which it is all about skills. Our measure of success is getting students a job, well paid and future proof."

David Giron  
Director Codam

## Ready to solve complex problems

Traditional education is not able to keep up with the fast changing workforce. Schools prepare students for the jobs available today, while, according to a [study](#) from Dell Technologies (2022), business leaders worldwide estimate that 85% of the jobs available in 2030 do not yet exist.

The "[spanningsindicator](#)" from UWV shows that it has never been more difficult to find software engineers than now. They are not only scarce, but often technically trained people do not have the skills companies are looking for. A mixture of technical knowledge and business skills is becoming more important according to the [NLA Coalition](#) (2020).

Codam graduates have shown that they are able to deliver immediate value to a company. They hold much needed soft skills and bring a unique mix of background, practical knowledge, and mindset. Most importantly, they are trained according to the principles of learning to learn. They master learning new skills and adapting to unknown situations and technologies.

## What companies say about us



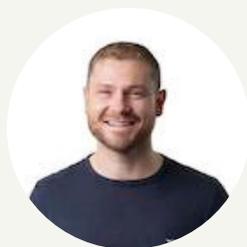
Roy Derks,  
Engineering Manager  
Vandebroen

"Students from Codam are able to pick up new technologies and frameworks quickly. It is surprising what Codam taught its students in a limited amount of time, and how quickly our intern fitted into the team both personally and professionally."



Alessandro Pignotti  
Founder, CTO  
Leaning Technologies Ltd

"Codam's students have shown both technical and self-management skills. The ability to independently work on complex and not fully specified problems has been much appreciated."



Chris Redmond  
Recruiter  
Dott

"We took on some Codam students last year and have had nothing but praise. Their knowledge, energy, and eagerness to learn are just some of the reasons we enjoyed working with Codam so much."

# ALUMNI JOURNEY



## Moana (1989)

Moana was looking for a new challenge after quitting her mathematics studies at university, and working in customer service.

Right after her graduation from Codam she started working as a Cryptographer at Dusk Network.



## Pepijn (2000)

Pepijn dropped out of high school and joined Codam after being at home for a few years. He was seeking an education that was challenging and would prepare him for the workforce.

Since completing his internship at Vandebrom, he combines studying with a part time job as a Software Engineer.



## Malou (1994)

Malou joined Codam after completing a bachelor of Arts (Cultural Heritage) at the HKU.

Malou finished Codam Core and is currently a freelance Unity Developer and is working as a teacher at the VR Academy.



## Wendell (1996)

Wendell completed VMBO but couldn't find a technical MBO which he liked and would be challenging enough.

He took on different (part time) jobs until he eventually found Codam. After completing Codam Core he had several software development jobs, and is currently working for Crisp.

# LEAVE NO ONE BEHIND

## Removing Financial Barriers

The number of people growing up in poverty is increasing. Centraal Planbureau (2022) estimated that 1.3 million people will live in poverty in the Netherlands in 2023. Notably studying and cost of living are becoming more expensive while financial support provided by the Dutch government is decreasing.

Codam believes that everyone should have the opportunity to learn and to become a software developer. That is why we cover tuition fees and do not charge students before, during or after their studies. For whomever this is not enough, financial support is provided through our Assistance Program.

## Sustainable Development Goals

Codam is committed to contribute to the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDG).

We focus on:

## Codam Assistance Program

Codam introduced an assistance program because students do not have access to student finance (DUO) or a student travel product, and we made a promise that money should never be an obstacle to good education.

Because we cannot count on help from the government, we set up our own program to provide housing, travel and general assistance to those who need it.

€362,717

spent in Assistance Program

Including among others: travel scholarships, financial support for cost of living, and housing assistance. All based on individual needs and removing financial barriers to equality.



SDG 4

Accessible and affordable quality tech education



SDG 5

Reaching gender equality by empowering women and girls



SDG 10

Reducing inequalities by learning a highly demanded skill

# FINANCIAL ACCOUNTABILITY

"Before joining Codam I was unemployed and not able to work. Codam provided me with a unique opportunity in which I could adjust my study to my needs and circumstances."

Mark Lokhorst,  
Codam Alumnus 2021

## Cost Efficient Impact

Codam is able to cost efficiently educate a large number of students due to its educational model. There is a small team that takes care of Codam's operations, facilities and management.

Codam is funded by the Sofronie Foundation, the personal foundation of TomTom's co-founder Corinne Vigreux.

The annual donation of 2 million euros covers all costs, such as curriculum licensing, operating costs, services, and salaries.

## Social Cost and Benefits

The costs of dropouts and people on social welfare is enormous and, in some cases, unnecessary. Government interventions focus on trying to make a fit to get people back to work or study quickly but what's often needed is a different and unconventional approach.

Codam

€4,914

cost per student per year in 2022

vs.

Bachelor Informatics

€12,540

institutional tuition fee  
per year in '22 - '23

Social Welfare

€14,000

average cost per year

School dropout

€1,800,000

average cost over the course of a life

# ACKNOWLEDGEMENTS

Codam is not possible without the following organizations and people.

## 42 Network

The largest global network of innovative software engineering schools. More than 45 campuses worldwide use the same curriculum and pedagogical model. Students do not pay tuition fees and no qualifications are required upon enrolment.

## Sofronie Foundation

Codam is funded by the Sofronie Foundation, the personal foundation of Corinne Vigreux focused on education and social mobility. Sofronie Foundation supports and funds the project since its founding in 2018.

## Codam Board and Staff

The amazing people that are working tirelessly to provide students with the best possible learning environment, support and job opportunities.

## Other Partners

A special shoutout to the Student Experience and Adyen who are supporting our students financially through the Assistance Program.

## Stichting Codam

Kattenburgerstraat 7, building 039  
1018JA Amsterdam  
[www.codam.nl](http://www.codam.nl)  
[contact@codam.nl](mailto:contact@codam.nl)

