

# CO DAM

AMSTERDAM | 42

## IMPACT REPORT 2023

Celebrating five years  
of innovative software  
engineering education





## INTRODUCTION

Codam is reshaping software engineering education for the needs of today's workforce. Our project-based, peer learning model equips students with technical proficiency but also unique soft skills, a valuable mix that outweighs traditional degrees.

Providing educational excellence is at the heart of our mission, just as fostering a more diverse talent force is.

Five years on, we see evidence of our mission's success. Companies consistently praise Codam graduates as technically adept, outstanding collaborators who seamlessly integrate into new teams. With 29% female or non-binary students, we are ahead of the curve when it comes to gender representation.

In this Impact Report, we share compelling results, sometimes benchmarked against data from traditional educational institutions as reference. While our impact can be measured in data, we believe that it extends beyond data.

We can recount many student journeys that disclose how transformative the Codam experience was. As students work through the curriculum, side by side with their peers, they grow in confidence to finally emerge as proficient, adaptable, empathetic professionals primed to succeed in their work-life.

```
#include "codam.h"  
  
int main() {  
    codam_quote(  
        "Innovative Tech Education"  
    );  
    return 0;  
}
```

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```
#include "codam.h"

int main() {
    codam_quote_title(
        "From student to confident
        software engineer"
    );
    codam_quote(
        "It's amazing to see our students not
        only grow into skilled software
        engineers but also confident
        individuals, leaving our school with
        smiles and a straight back,
        ready to navigate the job market with
        pride and resilience."
    );
    codam_quote_author(
        "~ Roos Peters, Co-Director at Codam"
    );
    return 0;
}
```

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## FOREWORD

When I founded Codam, my vision was crystal clear: to disrupt education by offering a high-quality alternative for those who don't fit into traditional systems. At Codam, we embrace diversity as it fosters creativity, curiosity, and ultimately, confidence among our students.

In today's fast-evolving job market, specialized skills and soft skills are indispensable for success. That's why Codam's curriculum is meticulously crafted to equip students with the necessary tools to excel in this dynamic landscape.

Over the past five years, witnessing the remarkable transformation of our students has been truly inspiring. Seeing them blossom and confidently step into the professional world is the ultimate reward for me as an educator.

Moreover, the sheer joy I witness from parents on graduation day, who may have felt helpless at times, as they see their children empowered by Codam, fills me with immense gratitude. As a philanthropist, knowing that Codam has positively impacted numerous lives is profoundly fulfilling.

However, this is just the beginning of our journey. Codam is proud to be part of the 42 Network, a global community comprising 54 campuses across 31 countries, serving over 20,000 students. Our recognition as one of the top coding education institutions worldwide speaks volumes about our dedication to excellence.

There's still much to accomplish, and I am eagerly looking forward to continuing this journey of transforming education and empowering individuals.

Warm regards,

**Corinne Vigreux**

Founder Codam and co-founder  
TomTom

# 1. ABOUT CODAM





## 1. ABOUT CODAM

We founded Codam in 2018 with a clear goal: to equip the next generation for both today's jobs and tomorrow's opportunities.

**Our mission is to provide cutting-edge software engineering education** to everyone who possesses the motivation, determination, and eagerness to learn.

We believe that the opportunity to unlock one's full potential should be universal, transcending backgrounds and financial barriers.

The fundamentals of our educational approach:

- ✓ 2 year full-time Curriculum
- ✓ Project Based
- ✓ Peer Learning
- ✓ No tuition fee
- ✓ No prior education required

Codam's learning model works!

**80** 

Our Net Promoter Score by students

**100+** 

Companies who hired Codam students and graduates

**4.6/5** 

Rating companies give our students' overall performance

## 1.1 Milestones

Codam has celebrated many highlights.



\* AHK: Amsterdam University of the Arts, AMS: Amsterdam Institute for Advanced Metropolitan Solutions

## 2. CODAM STUDENTS



**THE SURFERS RULES**  
1. FIRST SURFER ON WAVE HAS RIGHT OF WAY  
2. DO NOT DROP IN OR SHAKK  
3. HAND ON TO YOUR BOARD  
4. RESPECT THE LOCALS  
5. THE JOB SURFING  
YOUR ABILITY  
6. KEEP THE SURFER  
SAFE AT THE BEACH  
7. RESPECT THE BEACH

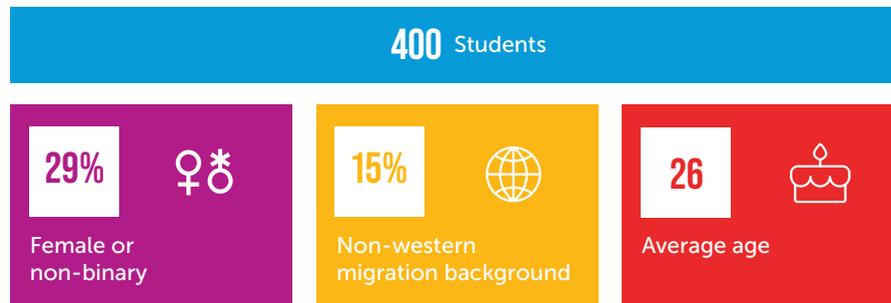
## 2. CODAM STUDENTS

Our student data show remarkable diversity on multiple levels. This diversity in backgrounds leads to more creative, problem-solving approaches. The power of diversity has also set the right conditions for a close and inclusive community where students feel that they belong.

Over the last five years we've had:

**{2050}** Selection Piscine participants and **{154}** graduates.

In 2024, the Codam community composition looks like this:



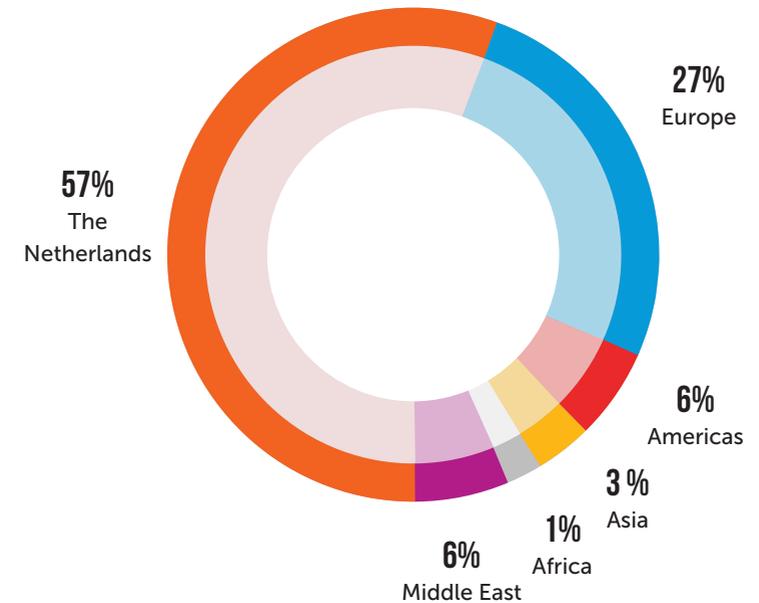
### Prior education

The range of prior education of our students is very broad. It varies from no basic qualification to holding a PhD degree.



### Countries of origin

The majority of Codam students hail from The Netherlands. Among the students originating from outside the EU, we have welcomed refugees from countries such as Ukraine, Syria and Iran.



```

#include "codam.h"
int main() {
    codam_quote_title(
        "You can be you"
    );
    codam_quote(
        "It makes a big difference that everyone
        at Codam - both men and women - treats each
        other with respect and that your voice is
        heard."
    );
    codam_quote_author(
        "~ Michelle, Codam student"
    );
    return 0;
}

```

## 2.1 Diversity & inclusion

Embracing diversity and inclusion means that we actively build and facilitate an inclusive learning environment for everyone from all walks of life.

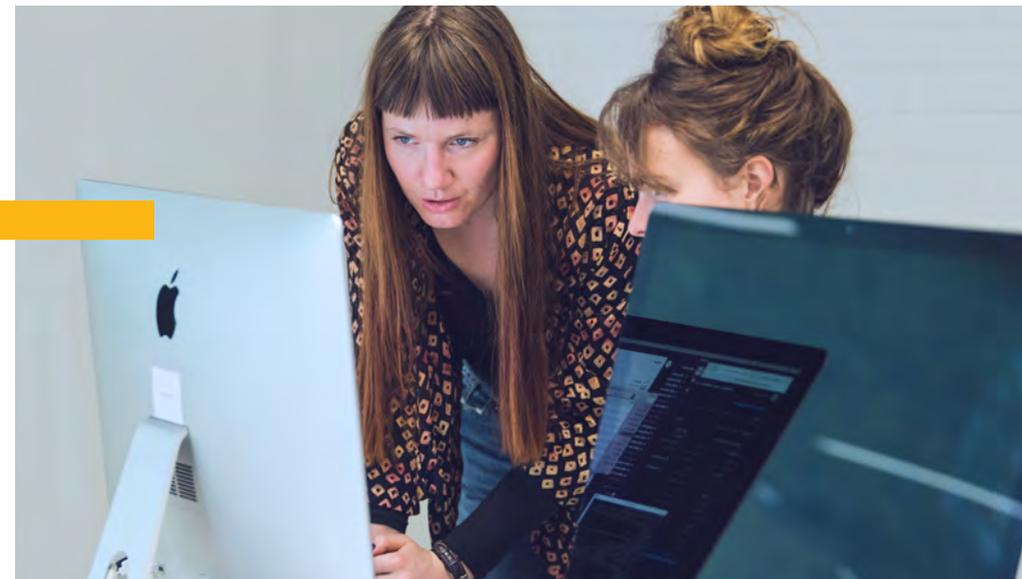
### Female representation

With 29% female or non-binary students, **Codam is 10 years ahead\*** from traditional IT education when it comes to a more balanced gender representation.

Why do we appeal more?

- ✓ We organise dedicated female focused Open Days
- ✓ Our students have female role models
- ✓ Female voices are heard
- ✓ Fostering a female friendly community is part of our mission

\* The director of the Institute for ICT at Hogeschool Utrecht [declared in 2022](#): "In 10 years, we will have at least 30 percent women in the programme."



```

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66
67 #include "codam.h"
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69 int main() {
70     codam_quote_title(
71         "Being neurodiverse at Codam"
72     );
73     codam_quote(
74         "The open model of Codam helps
75         neurodiverse students. You determine
76         when you come to the campus and what
77         your pace is. Neurodiverse students
78         can't always easily adapt to the
79         rigid study schedules and
80         deadlines of traditional education."
81     );
82     codam_quote_author(
83         "~ Daoyi, Codam student & Chair
84         Inclusion Club"
85     );
86     return 0;
87 }

```

## Neurodiversity

Neurodiverse\* students choose Codam for its flexibility and immediate application of skills and knowledge.

They stay because they feel accepted for who they are.

The initiatives by Codam's Inclusion Students Club for neurodiverse students include:

- \* Organising a Neurodiversity Week
- \* Initiating a low stimuli room
- \* Making fidget toys available

\* Autistic, ADD, ADHD, dyslexic and/or gifted.





## Economic diversity

We are committed to empowering every student's potential, free from financial constraints. Our Student Assistance Programme ensures that students from challenging socio-economic backgrounds have the support they need to succeed and thrive in their educational journey.

Our Student Assistance Programme supports students with:

- \* Travel costs
- \* Healthcare costs
- \* Rental costs
- \* Sponsored living spaces

Since 2018, Codam has provided financial support to **621 Selection Piscine participants and students**, amounting to a total of **€ 370,000**.

We're grateful to our partners Sofronie Foundation, Adyen, Exact Foundation and The Student Experience for enabling additional financial assistance through various scholarship programmes.

```
#include "codam.h"
int main() {
    codam_quote(
        "I can't apply for a student travel
        product. Fortunately, Codam stepped in and
        supported me via the Student Assistance
        Programme. Now I can be present at school
        every day of the week."
    );
    codam_quote_author(
        "~ Swenne, Codam student"
    );
    return 0;
}
```



## 2.2 Satisfied students

A positive and supportive community is key for effective peer learning. The outstanding results from our 2023 annual Student Satisfaction Survey show that Codam students are truly thriving.

### Happy students

"How satisfied are you with Codam in general?"  
Students rated Codam with a 4.3



*Traditional Informatica Bachelor*  
students rated their studies with a 3.7



### Our ambassadors

"I would choose for Codam again."  
Students rated Codam with a 4.6



"I would recommend Codam to others."  
Students rated Codam with a 4.6





## 2.3 Student clubs

Student clubs play a vital role in creating a vibrant community and sparking collaboration. They bring students together on campus, providing a fun and welcoming space to bond over common interests and passions, which greatly enriches the educational journey!

**12 clubs enrich lives at Codam.** Their subjects are as diverse as our students.

- \* Codam Art Club
- \* Codam Book Club
- \* Codam Food Club
- \* Codam Dungeons & Dragons Club
- \* Codam Gaming Club
- \* Codam Electronics Club
- \* Codam Boardgame Club
- \* COLDAM
- \* Codam Magic: the gathering club
- \* Codam Inclusion Club
- \* Codam Entrepreneur Club
- \* Codam 3D printer Club



```
#include "codam.h"

int main() {
    codam_quote(
        "Welcome to the club!"
    );
    return 0;
}
```



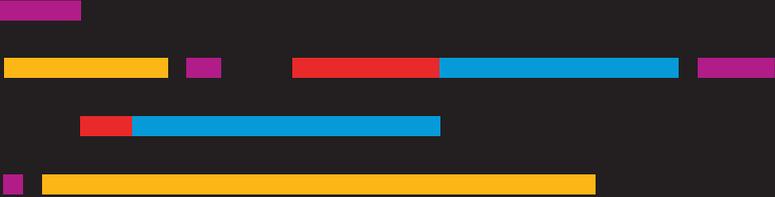
### 3. PRACTICE-BASED EDUCATION

## 3. PRACTICE-BASED EDUCATION

In 2 years, our students will become solutions-driven, resilient, creative, and confident team players with excellent programming skills. They are industry ready.

To get there, they have to finish at least 16 programming projects from the curriculum. This ensures that Codam students have spent **more than 4x time on programming** compared to traditional university bachelor courses.

Besides coding, our students are experienced in giving and receiving code reviews. **A student engages in at least 100 code reviews during their studies.** This gives them an edge.



```
#include "codam.h"
int main () {
    codam_quote(
        "At Codam, we don't just talk about
        programming: we DO programming."
    );
    codam_quote_author(
        "~ David Giron, Co-Director of Codam"
    );
    return 0;
}
```

### 3.1 Industry-ready

From day one, our education emphasises adaptability to new challenges and technologies.

With a strong focus on group work, knowledge sharing, and mutual support, we cultivate a collaborative environment.

Instead of simply learning to program, we encourage students to identify what they need to learn to solve problems, embodying our '**Learning to Learn**' philosophy.

This approach empowers students to be confident and ready for any challenge that comes their way.

### 3.2 Transformative education

Codam's educational approach inspires a transformative experience. Our education goes beyond just gaining technical skills. As students journey through our curriculum, they not only master technology but also experience a remarkable growth in confidence and a bright outlook on their future.

Some inspirational examples:

- \* **Angeli** transformed from a high school dropout to a system integration engineer at a cybersecurity company.
- \* **Parisa** transformed from a florist to a software engineering student.
- \* **Devanando** transformed from a Red Light district brothel manager to a senior backend engineer at a health-tech company.
- \* **Hilmi** transformed from a grocery clerk to a software engineer at an online grocery store.
- \* **Debora** transformed from a cleaner to a software engineering student.



### 3.3 Getting ready for professional life

We organise various events and workshops with partners so students can take meaningful steps in their budding professional life. These initiatives allow students to engage with companies and put their critical problem-solving abilities, teamwork, and adaptability skills into practice in a different setting:

- \* In-depth Masterclasses
- \* Hackathons with partner institutions and companies
- \* Technical interview simulations
- \* Speed date sessions with companies

# WALL OF FAME

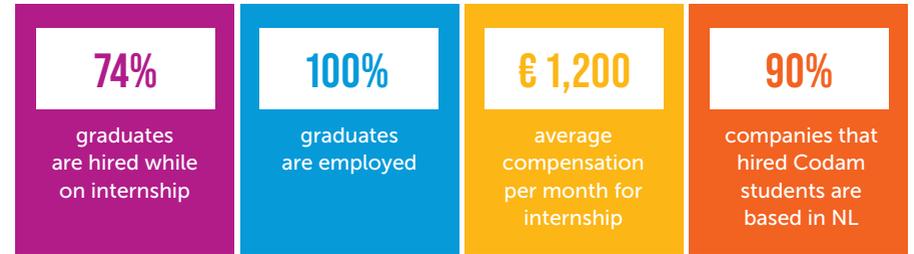
## 4. A BRIGHT FUTURE





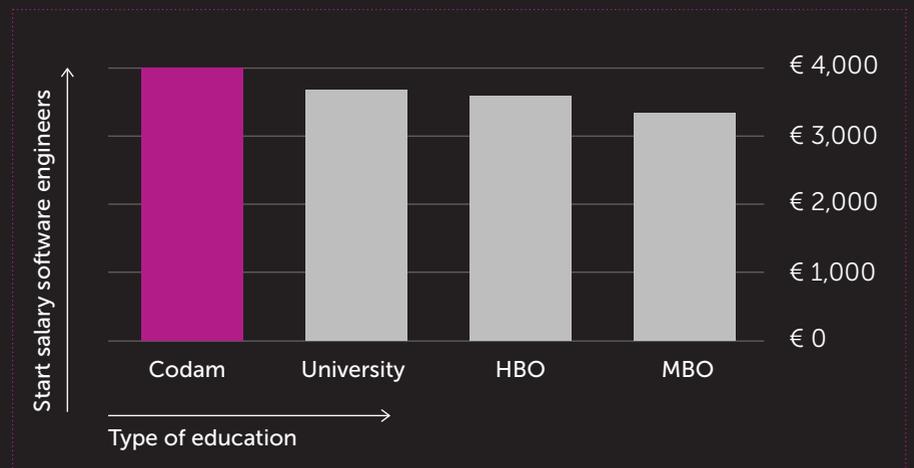
## 4. A BRIGHT FUTURE

After graduation, Codam students are in high demand. We've earned the trust of many top companies. Our graduates are praised for their exceptional programming level, problem-solving mindset and collaborative skills.



### Average start salary

Earning an impressive **€ 4,000** per month, Codam graduates receive higher salaries in their first job compared to traditional universities, which is a testament to the quality of our education.



Source: [werkzoeken.nl](http://werkzoeken.nl)

## 4.1 Where Codam alumni work

Our graduates consistently attract attention from top-tier tech firms, startups, and industry giants alike. Codam serves as a talent pipeline, supplying companies with skilled and adaptable professionals who seamlessly integrate into diverse work environments.



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```
73 #include "codam.h"
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75 int main() {
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76     codam_quote(
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```
    "We now have more than 10 Codam  
    students working with us. You can tell  
    they are very solution-oriented and  
    pragmatic. They are very eager to  
    learn, and that works very well  
    for us."  
);  
codam_quote_author(  
    "~ Bart Bølger, VP of Human Resources  
    at  tomtom "  
);  
return 0;  
}
```

```
#include "codam.h"

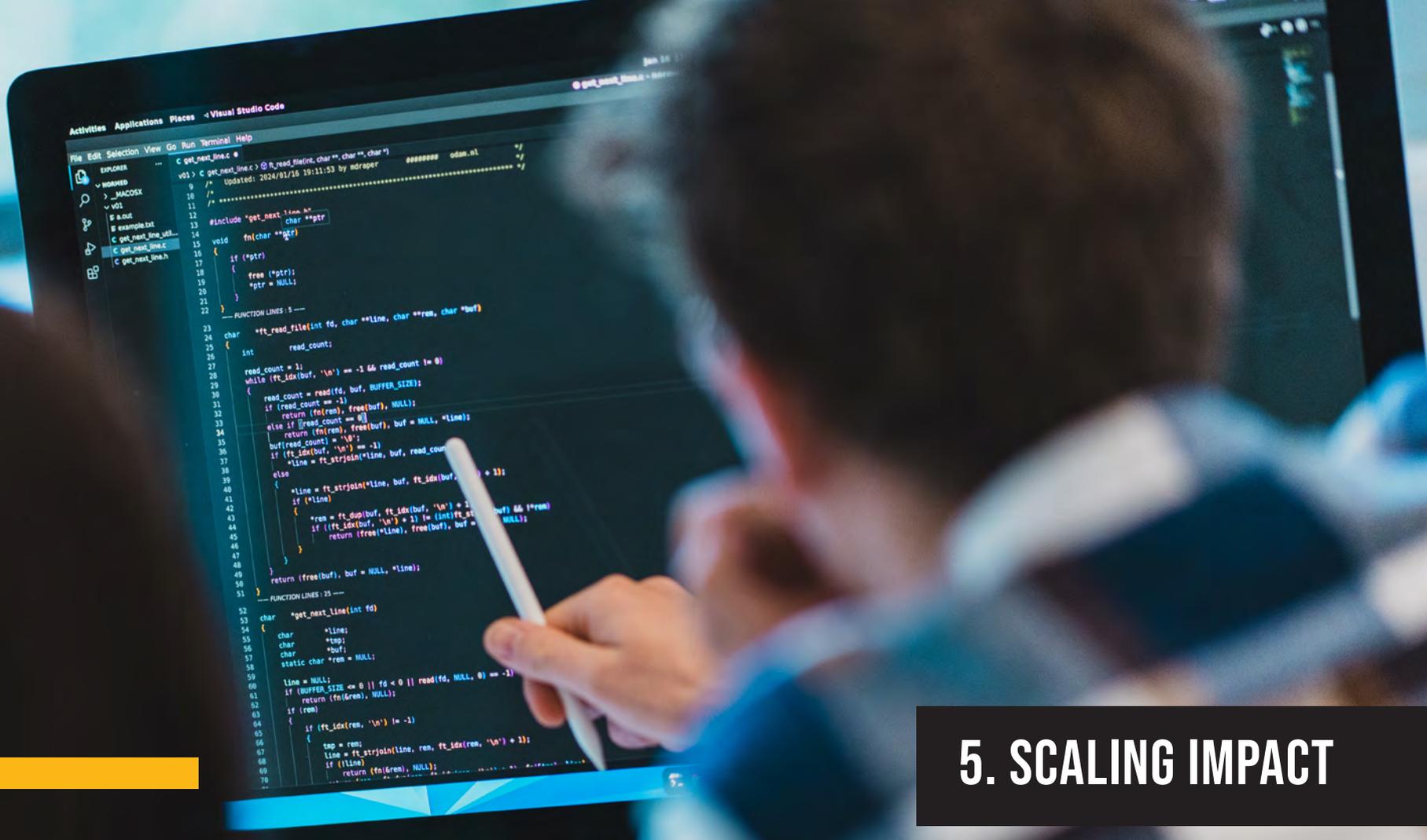
int main() {
    codam_quote(
        "Codam students are real team players who
        have already learned to work well together.
        They have a broad foundation and also learn
        new programming languages easily."
    );
    codam_quote_author(
        "~ Evelien Spil, Head of Digital
        at  "
    );
    return 0;
}
```

## 4.2 High employment satisfaction

It is rewarding to see how well the technical abilities and interpersonal skills mastered by our students align with the needs of the companies. This is evident as companies who hire our students consistently reaffirm their satisfaction, with a steady average **evaluation score of 4.6** out of 5.

Final student evaluations by companies:

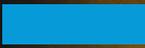
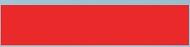




Visual Studio Code

```
File Edit Selection View Go Run Terminal Help
C:\get_next_line.c
9  /* Updated: 2024/01/16 10:11:53 by mdraper          @odan.nl          */
10 /*
11 /*
12 #include "get_next_line.h"
13 char *get_next_line(int fd)
14 {
15     void fn(char **ptr)
16     {
17         if (*ptr)
18             free(*ptr);
19         *ptr = NULL;
20     }
21 }
22
23 --- FUNCTION LINES: 5 ---
24 char **ft_read_file(int fd, char **line, char **rem, char *buf)
25 {
26     int read_count;
27     read_count = 1;
28     while (ft_idx(buf, '\n') == -1 && read_count != 0)
29     {
30         read_count = read(fd, buf, BUFFER_SIZE);
31         if (read_count == -1)
32             return (fn(rem), free(buf), NULL);
33         else if (read_count == 0)
34             return (fn(rem), free(buf), buf = NULL, *line);
35         buf[read_count] = '\0';
36         if (ft_idx(buf, '\n') == -1)
37             *line = ft_strjoin(*line, buf, read_count);
38         else
39             *line = ft_strjoin(*line, buf, ft_idx(buf, '\n') + 1);
40         if (*line)
41             *rem = ft_strdup(buf, ft_idx(buf, '\n') + 1, buf) && *rem;
42         if (!(ft_idx(buf, '\n') + 1) || !(*rem))
43             return (free(*line), free(buf), buf = NULL);
44     }
45     return (free(buf), buf = NULL, *line);
46 }
47
48 --- FUNCTION LINES: 25 ---
49
50 char *get_next_line(int fd)
51 {
52     char *line;
53     char *rem;
54     char *buf;
55     static char *rem = NULL;
56
57     line = NULL;
58     if (BUFFER_SIZE <= 0 || fd < 0 || read(fd, NULL, 0) == -1)
59         return (fn(rem), NULL);
60     if (rem)
61     {
62         if (ft_idx(rem, '\n') != -1)
63         {
64             tap = rem;
65             line = ft_strjoin(line, rem, ft_idx(rem, '\n') + 1);
66             if (!line)
67                 return (fn(rem), NULL);
68         }
69     }
70 }
```

# 5. SCALING IMPACT



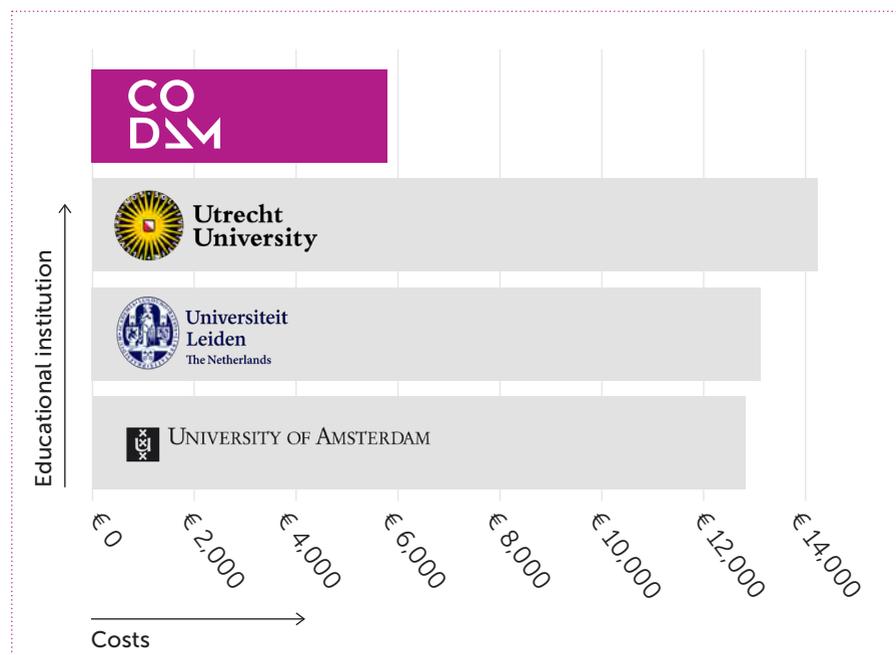
## 5. SCALING IMPACT

Our educational model is scalable largely because our peer learning approach does not depend on teachers. We don't need to engage in the time-consuming and costly processes of training or hiring additional teaching staff to accommodate more students. For many universities, the shortage of teaching staff can be so problematic that only a fixed quota of students can be accepted (numerus fixus).

### Cost-effective

Codam doesn't impose tuition fees on our students, the foundation covers the necessary costs for their education. Our different approach allows us to be scalable and cost-effective. With an **annual investment of € 5,957 per student**, Codam significantly undercuts traditional university costs, demonstrating a different use of resources that supports scalability.

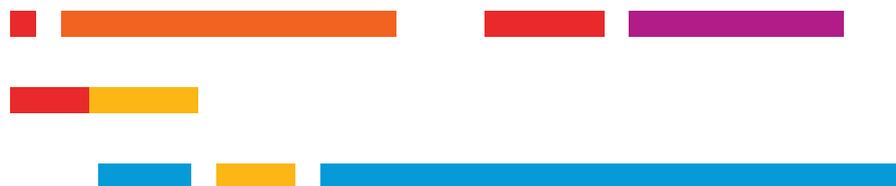
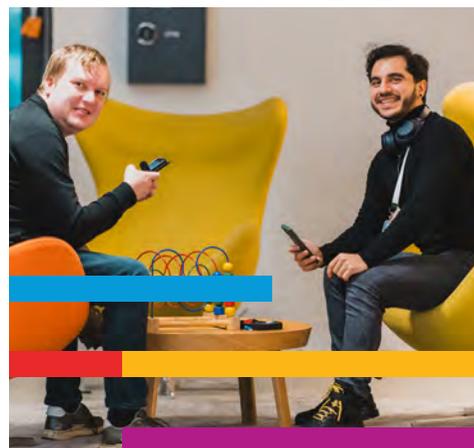
The annual costs per computer science student at universities:



Source: [Uva.nl](http://Uva.nl), [Uu.nl](http://Uu.nl), [Universiteitleiden.nl](http://Universiteitleiden.nl)

## 5.1 Financial accountability

Codam is funded by the Sofronie Foundation, the personal foundation of Corinne Vigreux. The annual donation from the Sofronie Foundation covers the annual costs such as educational licenses, personnel expenses, and rent. Our [financial statement](#) can be found on the Codam website.



## 5.2 Donations

If you believe in our mission, we'd be happy to welcome your support. One way is to make a donation to the Codam Foundation. With your backing, we can extend the reach of our education and provide essential financial assistance to more young adults.

Further details can be found on our website: [www.codam.nl/en/donate](http://www.codam.nl/en/donate).



## 6. FUTURE OF EDUCATION

```

#include "codam.h"
int main() {
    codam_quote(
        "Before I joined Codam I had never
        had a job. Three years later, I earn
        €60.000 as a software engineer.
        Codam taught me how curiosity and courage
        inspire confidence."
    );
    codam_quote_author(
        "~ Tijmen El-Baradi, Codam Alumnus"
    );
    return 0;
}

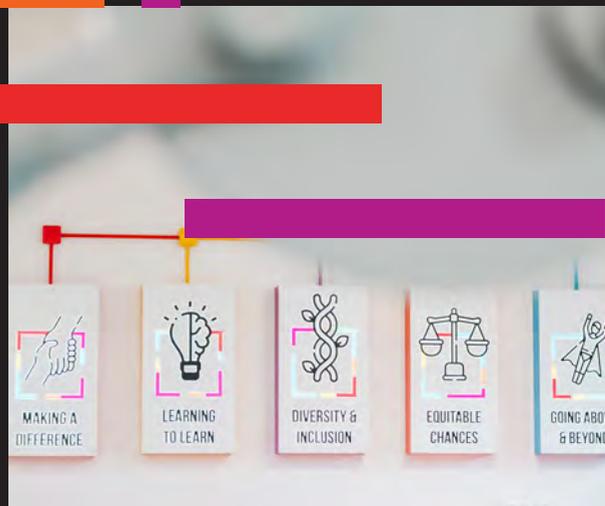
```

## 6. FUTURE OF EDUCATION

While we take pride in our achievements, celebrating the successes of our students and seeing them flourish in their careers, we understand that standing still is not an option. The fast-paced changes in technologies and innovation demand that we constantly challenge ourselves and adapt our education to meet the students' and industry's needs.

In collaboration with our students and partners, we navigate the complexities of the modern world, striving to consistently provide high-quality, innovative, and accessible education. We are motivated to positively impact an ever-growing group of young adults, ensuring that a diverse range of people can participate in this digital age.

Here's to the next 5 years!







## Codam Foundation

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[contact@codam.nl](mailto:contact@codam.nl)

