CO DAM

42 | AMSTERDAM

IMPACT REPORT 2024

Unlocking hidden talent:
accessible tech education

CO DAM

Codam Foundation

Kattenburgerstraat 7, building 039

1018 JA Amsterdam

www.codam.nl

contact@codam.nl

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THOUGHTS FROM OUR MANAGING DIRECTOR

Maarten Naaijkens,
Managing Director

"Joining Codam as Managing Director in October 2024 has been an incredible journey. As a father to a daughter, I've come to deeply understand the importance of inclusivity - especially in tech, where opportunities often remain out of reach for many. Codam is breaking down those barriers, proving that talent knows no gender, background, or circumstance.

At Codam, inclusivity is more than a value; it's at the heart of everything we do. Our tuition-free, open-entry program welcomes students from all walks of life, fostering a culture where collaboration and diversity drive innovation. I've seen firsthand how this model transforms not only individuals but entire industries. Employers consistently praise our graduates for their unique perspectives and problem-solving abilities, showing that diversity isn't just the right thing to do - it's the smart thing to do.

As I reflect on my first months here, I am inspired by the stories of our students and the impact they're already making. Together, we are proving that inclusivity and innovation go hand in hand. Let's continue to lead by example, creating a tech industry that is as diverse and dynamic as the world it shapes."

POTENTIAL IS EVERYWHERE. ACCESS IS NOT.

At Codam, we bridge this gap and empower hidden talents to thrive. Technology is transforming every industry, creating endless opportunities. Yet, without equal access to high quality education, many are left behind.

Codam redefines education. No tuition. No prerequisites. No teachers. We focus on curiosity, collaboration, and determination. Forget everything you know about traditional learning—this is education built for the future.

The urgency of our mission is clear. The Netherlands continues to face structural ICT talent shortages, slowing innovation and growth. At the same time, the gender gap in tech remains significant, with women occupying only 19% of technical roles in the Dutch digital sector, below the European average of 22%.

The results of Codam's approach speak volumes. More than 100 employers - from global corporations to local startups - actively seek Codam graduates. In 2024, we achieved a groundbreaking 36% female-to-male student ratio and

welcomed 18% of first-year students without formal qualifications. This demonstrates that potential transcends traditional diplomas.

In 2024, 96% of our students launched careers with Dutch-based companies, 58% of which are located in Amsterdam. These numbers reflect more than success - they demonstrate the power of breaking barriers. At Codam, we don't just prepare students for jobs; we empower them to lead and innovate.

Learning here is transformative. It's a journey driven by determination and rewarded with opportunity. Join us in breaking barriers and shaping the future of tech - one talent at a time.

MESSAGE FROM OUR FOUNDER

Corinne Vigreux,
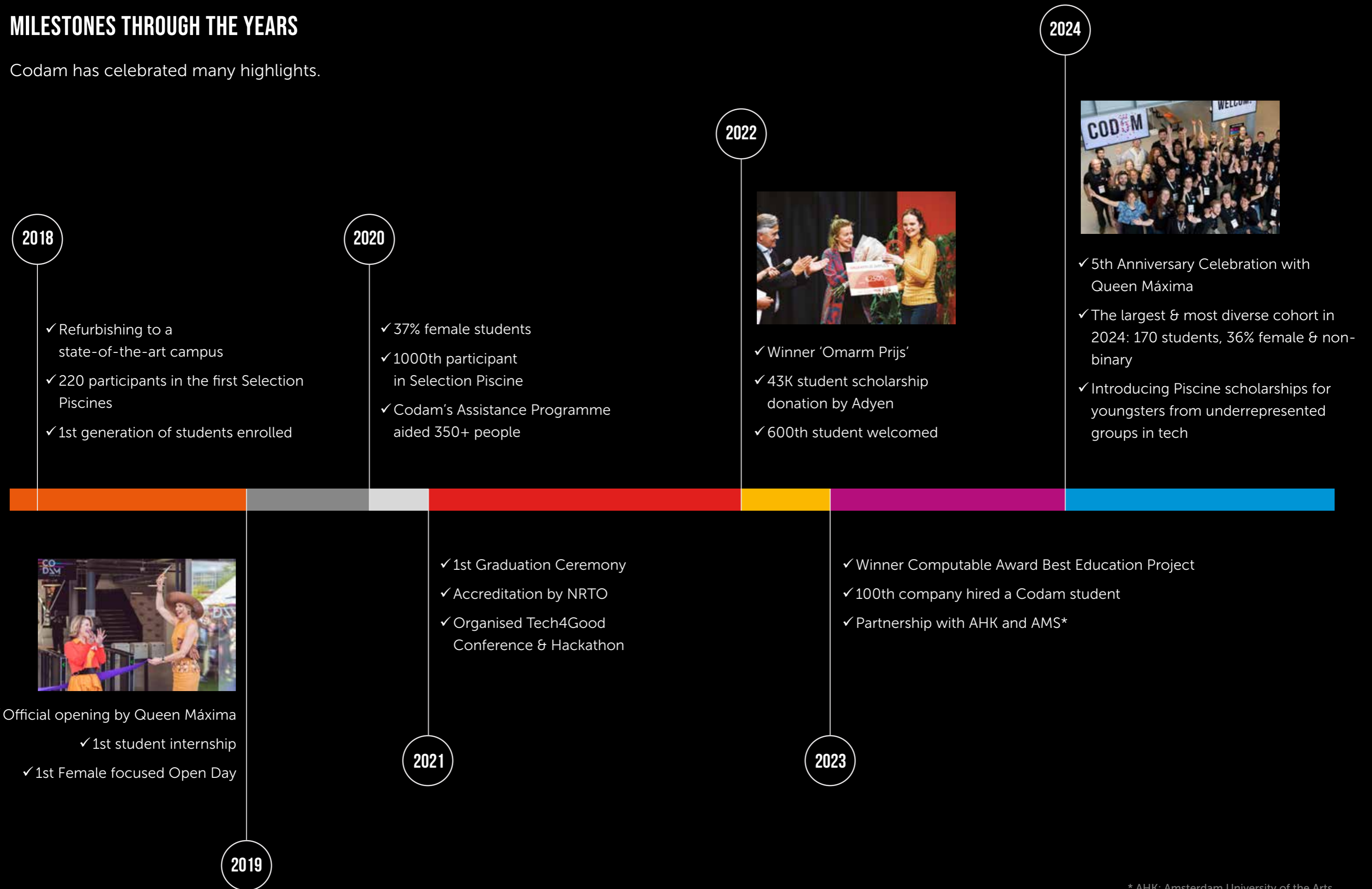Founder and Chair
of the board

"2024 has been a milestone year for Codam. One of the moments that stood out most for me was our biggest graduation ceremony to date, where 57 students took the stage to celebrate their success. Each of them represents a story of perseverance, growth, and the transformative power of accessible education.

As the tech industry continues to face a critical labor shortage, Codam is proving that education can be the solution. Our tuition-free, barrier-free program unlocks potential that traditional models overlook. By bringing together students from diverse backgrounds, we create not just skilled software engineers but also adaptable, innovative thinkers ready to tackle the challenges of the digital age.

Watching our graduates take the next step in their journeys was a powerful reminder of what we're building together - a movement that doesn't just teach technical skills but redefines what's possible for so many. Let's continue to show that with vision, determination, and inclusivity, we can address society's challenges and create opportunities for all."
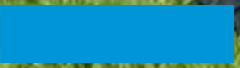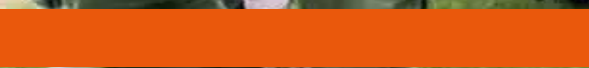
MILESTONES THROUGH THE YEARS

Codam has celebrated many highlights.

2018
- ✓ Refurbishing to a state-of-the-art campus
- ✓ 220 participants in the first Selection Piscines
- ✓ 1st generation of students enrolled

2019
- ✓ Official opening by Queen Máxima
- ✓ 1st student internship
- ✓ 1st Female focused Open Day

2020
- ✓ 37% female students
- ✓ 1000th participant in Selection Piscine
- ✓ Codam's Assistance Programme aided 350+ people

2021
- ✓ 1st Graduation Ceremony
- ✓ Accreditation by NRTO
- ✓ Organised Tech4Good Conference & Hackathon

2022
- ✓ Winner 'Omarm Prijs'
- ✓ 43K student scholarship donation by Adyen
- ✓ 600th student welcomed

2023
- ✓ Winner Computable Award Best Education Project
- ✓ 100th company hired a Codam student
- ✓ Partnership with AHK and AMS*

2024
- ✓ 5th Anniversary Celebration with Queen Máxima
- ✓ The largest & most diverse cohort in 2024: 170 students, 36% female & non-binary
- ✓ Introducing Piscine scholarships for youngsters from underrepresented groups in tech

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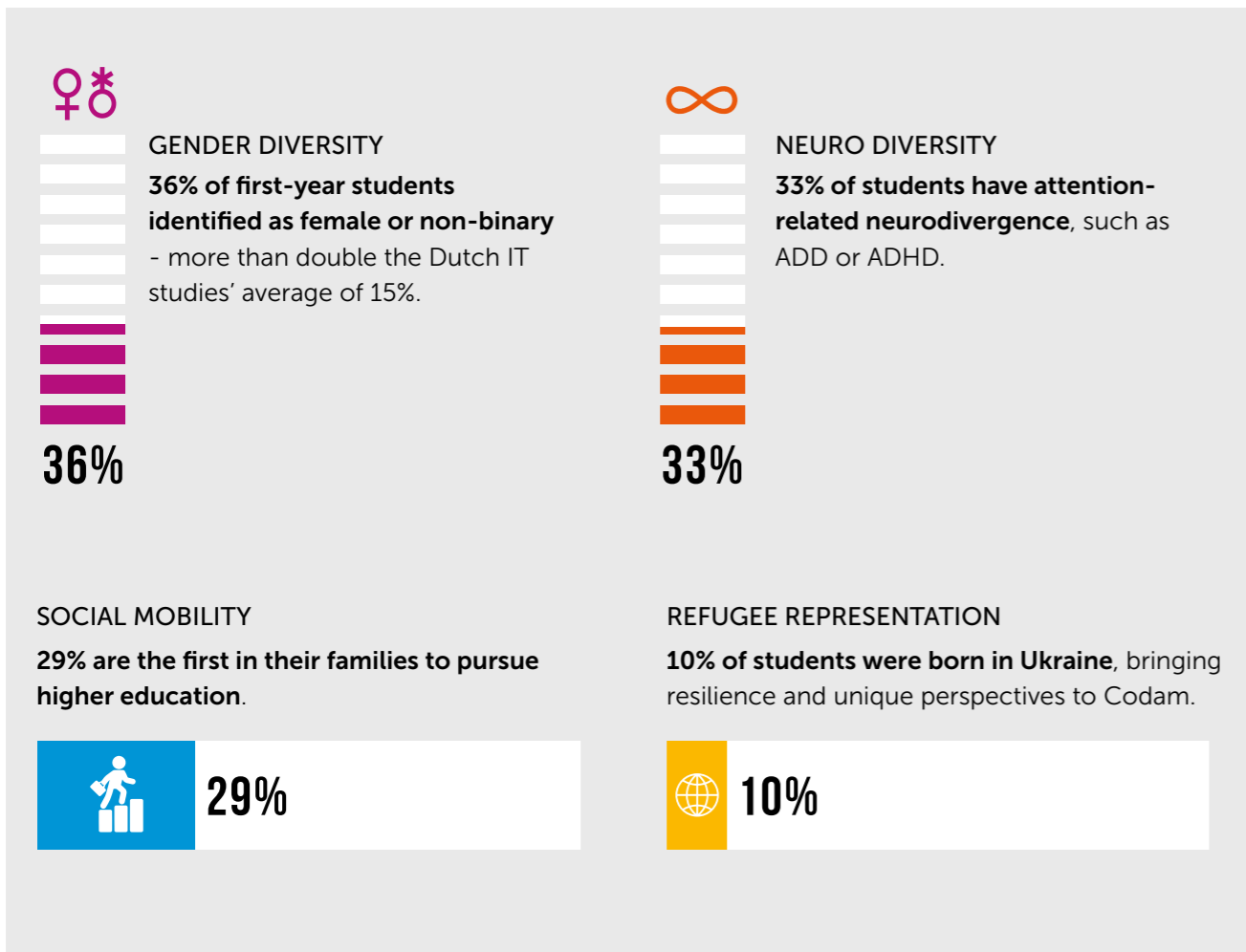AMS: Amsterdam Institute for Advanced Metropolitan Solutions

1. WHO WE ARE

A movement for inclusive tech education

In 2024, Codam remained unwavering in its mission: to provide accessible, high-quality software engineering education to anyone with the passion to learn, regardless of background, qualifications, or traditional barriers.

Our commitment to diversity and inclusion is reflected in the unique composition of our student body in 2024:
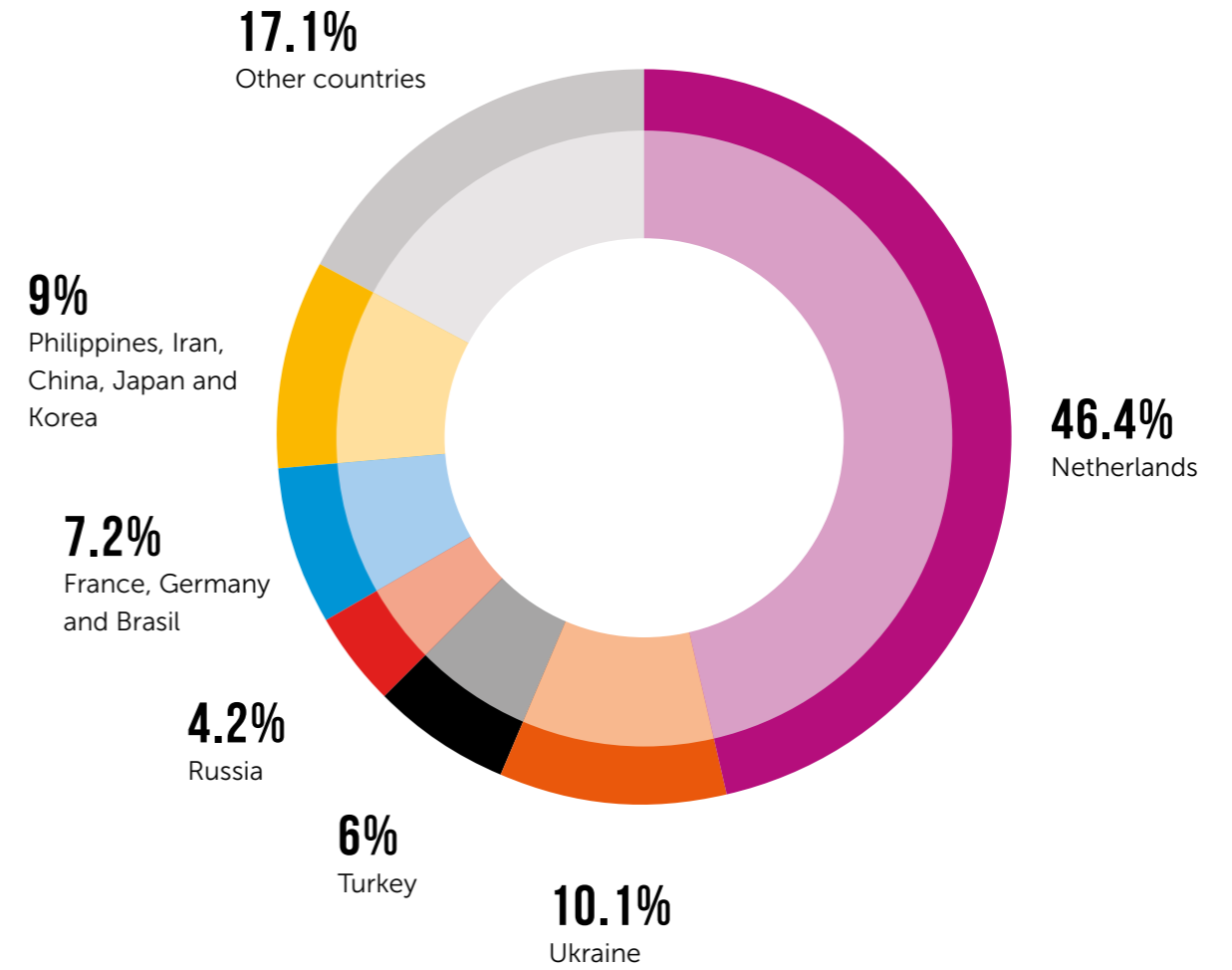
GENDER DIVERSITY
36% of first-year students identified as female or non-binary - more than double the Dutch IT studies' average of 15%.

36%

NEURO DIVERSITY
33% of students have attention-related neurodivergence, such as ADD or ADHD.

33%

SOCIAL MOBILITY
29% are the first in their families to pursue higher education.

29%

REFUGEE REPRESENTATION
10% of students were born in Ukraine, bringing resilience and unique perspectives to Codam.

10%

EDUCATION LEVEL BEFORE CODAM

13%
VMBO & secondary school dropout

22%
HAVO & VWO

8%
MBO & Associate Degree

47%
Bachelor & Master Degree

1%
PhD

9%
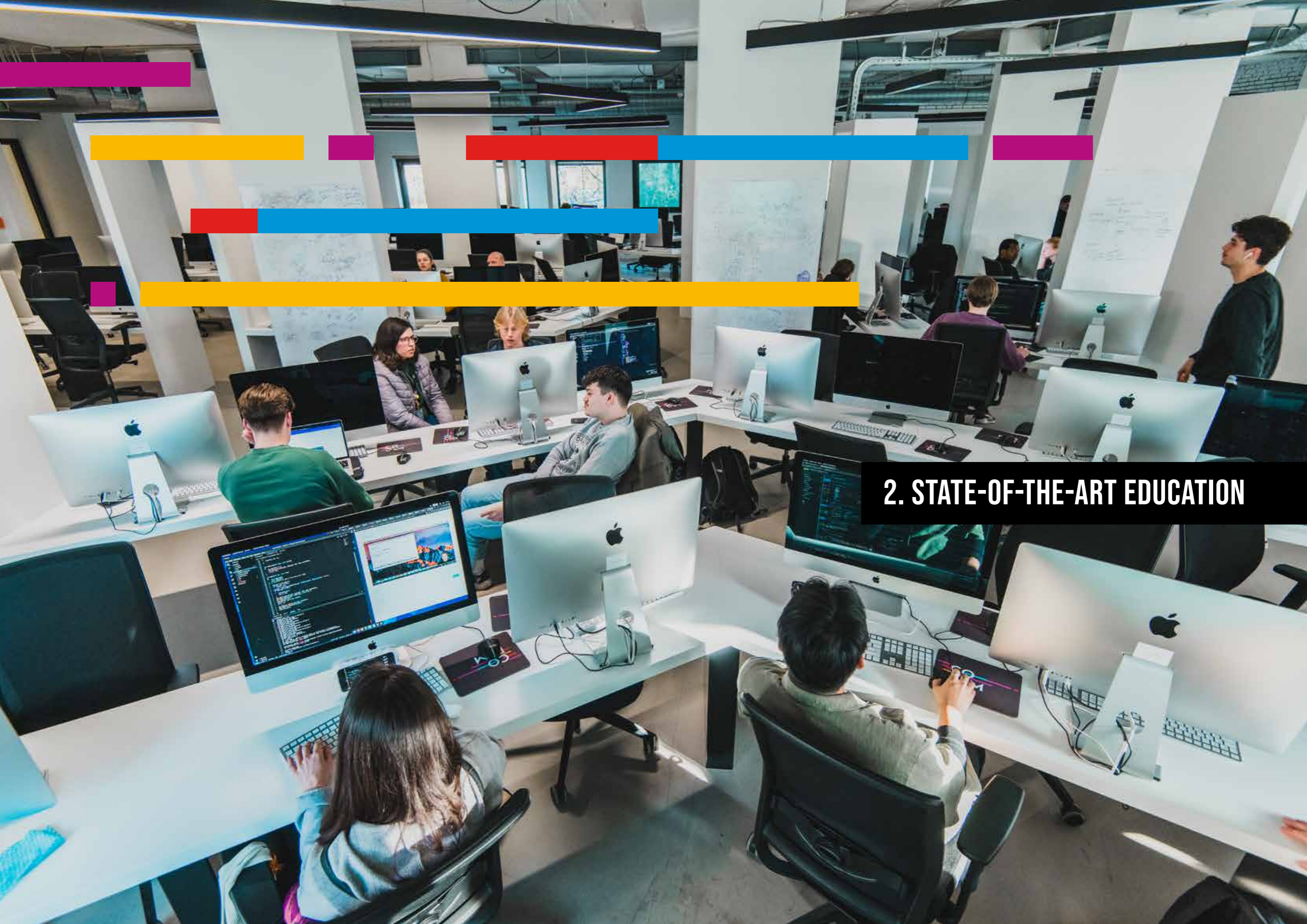Other

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, Russia and Iran.

17.1%
Other countries

9%
Philippines, Iran, China, Japan and Korea

7.2%
France, Germany and Brasil

4.2%
Russia

6%
Turkey

10.1%
Ukraine

46.4%
Netherlands

Unleashing Talent

Our students prove that talent knows no boundaries. By removing systemic barriers, Codam fosters an environment where determination and potential are the only prerequisites.

This approach empowers individuals overlooked in tech, provides innovative companies access to untapped talent, and demonstrates that every community holds extraordinary potential when given the right support and opportunity.

2. STATE-OF-THE-ART EDUCATION

~ TANJA, THE LOGICIAN, 31 YEARS, CODAM CORE STUDENT

"I stumbled into Codam by chance when discussing my career shift with a friend in tech recruitment. With my experience in research during my studies in South Korea, I was interested in data analysis, I loved the logic behind it but couldn't land those jobs without proper qualifications.

My friend recommended Codam and when I joined the Piscine, I discovered that I love programming just as much as data - it's all about applying logic! What makes Codam special is its hands-on approach. There are no lectures; you learn by doing, and you're free to make mistakes and learn from them. That's so different from what I've known where you just get one shot at an exam.

The peer learning system took some time getting used to, but now I have go-to peers who are incredibly supportive and always willing to help without judgment."

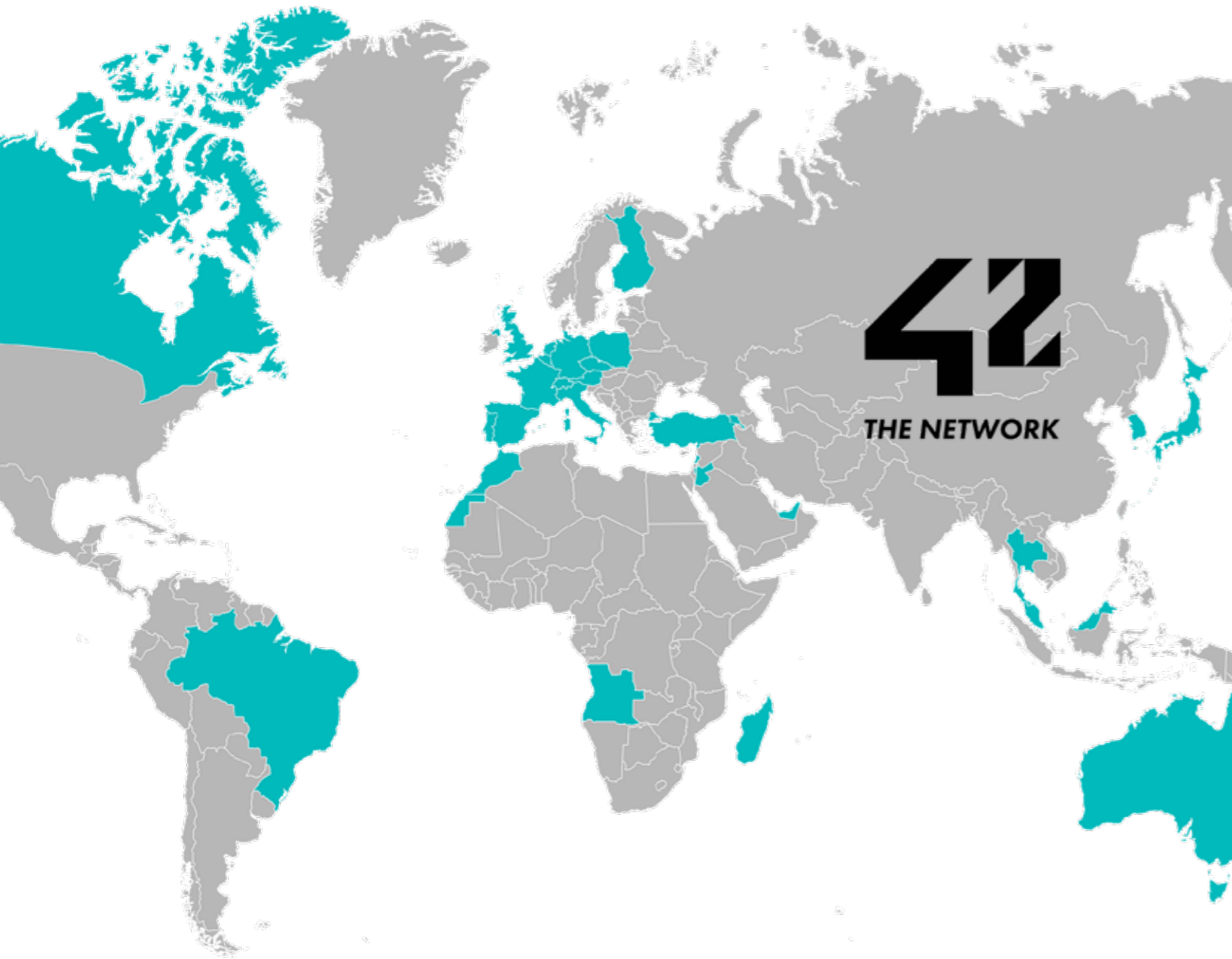## 2. HOW CODAM'S STATE-OF-THE-ART EDUCATION WORKS

Codam delivers world-class tech education differently. No teachers. No lectures. No tuition fees. Just pure talent and determination.

It starts with our **Selection Piscine** - an intense four-week programming bootcamp. Here, raw talent, including those without programming experience, emerges through hands-on challenges and peer collaboration. Those who demonstrate grit, resilience, and a passion for collaborative learning earn their spot at Codam.

Code, Collaborate, Create

After being accepted into the Curriculum, Codam students drive their own learning. They tackle complex programming challenges at their own pace, working together in a supportive environment. They review each other's code and challenge each other with fresh perspectives. This peer-to-peer model creates exceptional software developers who are ready for industry demands. More than that, our students join the global community of the 42 Network where they can truly unlock their potential.

Codam is part of the 42 Network

Our curriculum is powerful and proven. We're proud to be **part of the 42 Network** - a groundbreaking movement uniting 55+ campuses across 32 countries.

With over 20,000 active students worldwide, we're creating a new standard in tech education. Our approach works: **42 ranks #6 in the WURI** (The World University rankings for Innovation) for innovation and real-world impact. At Codam, we implement this innovative curriculum while maintaining our commitment to diversity and inclusion.

The 42 Network, which includes Codam, ranks #6 among prestigious universities like MIT, Stanford, Berkeley, and CalTech.

RANK	NAME
1	Minerva University
2	Arizona State University
3	MIT
4	University of Pennsylvania
5	Stanford University
6	**Ecole 42 (Codam is member of 42)**
7	Aalto University
8	Hanze University of Applied Sciences
9	University of California, Berkeley
10	California Institute of Technology

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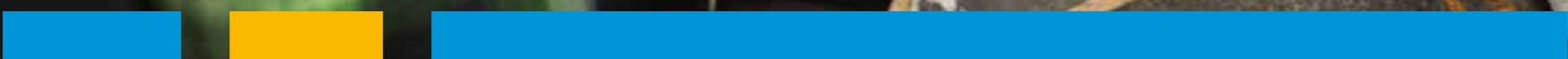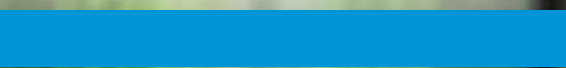
Did you know that **Codam students spend 4x more time coding** in 2 years than computer science students in traditional universities in 3 or 4 years?

3. COMMUNITY OF BELONGING

~ MITANI, THE ARTIST, 19 YEARS, CODAM CORE STUDENT

"I didn't think I would choose a tech study. My brother, who's also a student here, introduced me to Codam. What really stood out was the active learning style. University lectures seem boring to me, but at Codam, you dive in and figure things out yourself.

During the Piscine, I realized how much I enjoy programming—it's so creative! Every problem feels like a puzzle you need to solve. At first, the peer learning system was challenging because I wasn't used to asking for help, but I'm getting better at it.

I also love that Codam is so diverse. There are more women here, and students come from all age groups. Plus, the freedom and flexibility were a huge draw for me. Not everyone understands my decision, like my art teacher, who remains surprised that I enjoy programming. But I know Codam will set me up for a great future."

3. COMMUNITY OF BELONGING

Peer learning at Codam thrives through a foundation of trust, openness, and empathy. Our collaborative learning model creates a safe and inclusive culture where students support each other's growth. Peer-to-peer learning fosters deep connections and close bonds among students.

Inclusivity at Codam
Building a supportive community

We actively cultivate an inclusive environment through targeted initiatives that ensure every student feels valued and supported.

WOMEN IN TECH SUPPORT	NEURODIVERSITY EMPOWERMENT	STUDENT REPRESENTATION
Our female-focused open days and Women at Codam peer group create spaces for networking, mentorship, and empowerment.	The Diversity & Inclusion Club advances initiatives that celebrate different cognitive strengths. We also offer dedicated support through an independent student counsellor and therapist specializing in working with neurodivergent individuals.	The Student Council gives students a direct voice in shaping our community, ensuring diverse perspectives are heard and valued.

Student satisfaction

Our commitment to inclusivity translates directly into student satisfaction. In 2024, **Codam students rate their experience at 4.49/5**. Our approach demonstrates that by prioritizing a supportive, collaborative learning environment, we not only break down educational barriers but also create an experience students truly value.

"How satisfied are you with Codam in general?"
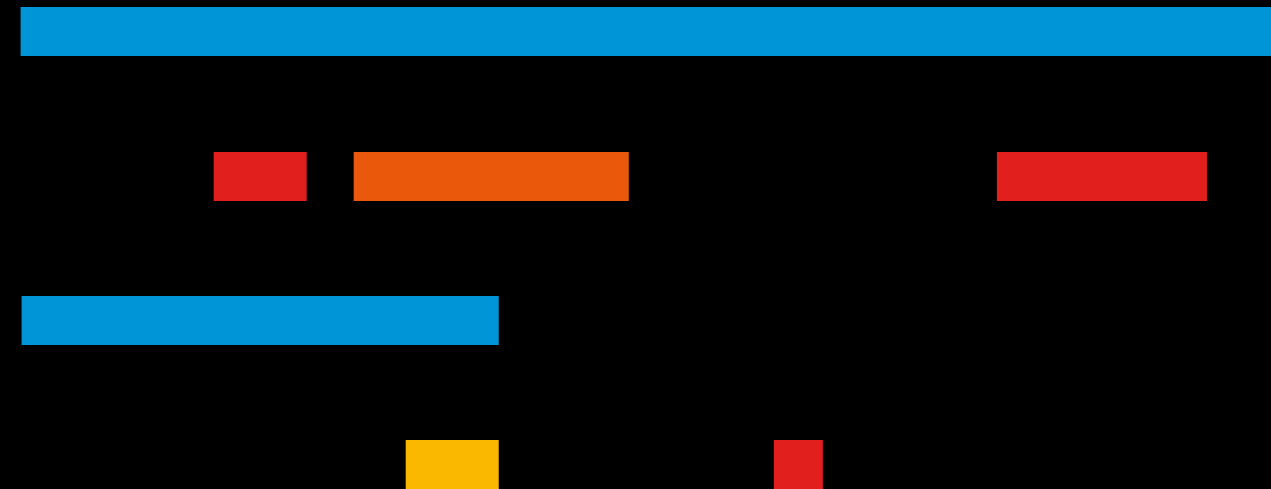Students rated Codam with a 4.49

★★★★⯪

~ ABDOULAYE, THE EXPLORER, 27 YEARS, CODAM ADVANCED, CYBERSECURITY

"My journey started in Senegal, took me to Italy, then the UK. During lockdown, I discovered programming through an online course, and it sparked something in me. When my friend mentioned the trailblazing 42 schools, I was immediately intrigued - especially since it's free!

I got accepted at Codam, moved to Amsterdam and haven't looked back. The Piscine in July 2021 confirmed I made the right choice. What really makes it special is solving problems together - collaboration just makes everything more enjoyable. The flexibility and freedom here really suit me. After graduating in 2024, I decided to dive deeper into Cybersecurity through Codam Advanced. It's amazing how life takes you on unexpected paths!"

MAKING A
DIFFERENCE

LEARNING
TO LEARN
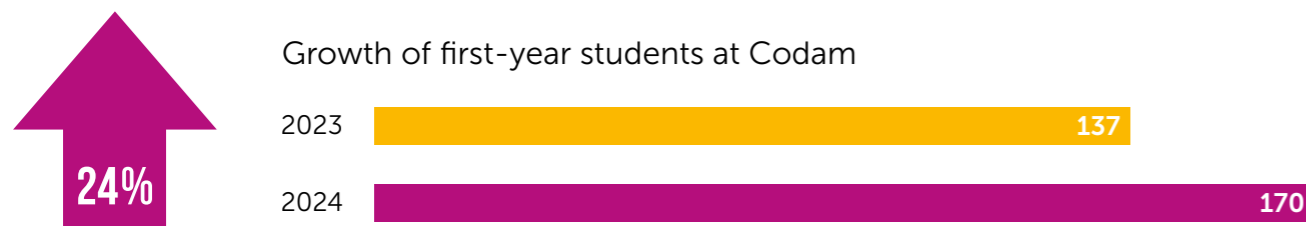
DIVERSITY &
INCLUSION

EQUITABLE
CHANCES

GOING ABOVE
& BEYOND

5. IMPACT BY THE NUMBERS

Numbers tell a powerful story at Codam. They unveil the quantitative evidence of our mission: demonstrating how we not only educate but fundamentally change the trajectory of individual potential, diversify the local tech ecosystem, and contribute to the regional economic growth of the Netherlands.

Our inclusive model is resonating powerfully. While first-year students in bachelor programs at both Hogescholen and WO remained stable, Codam experienced a remarkable 24% growth - from 137 first-year students in 2023 to 170 in 2024.
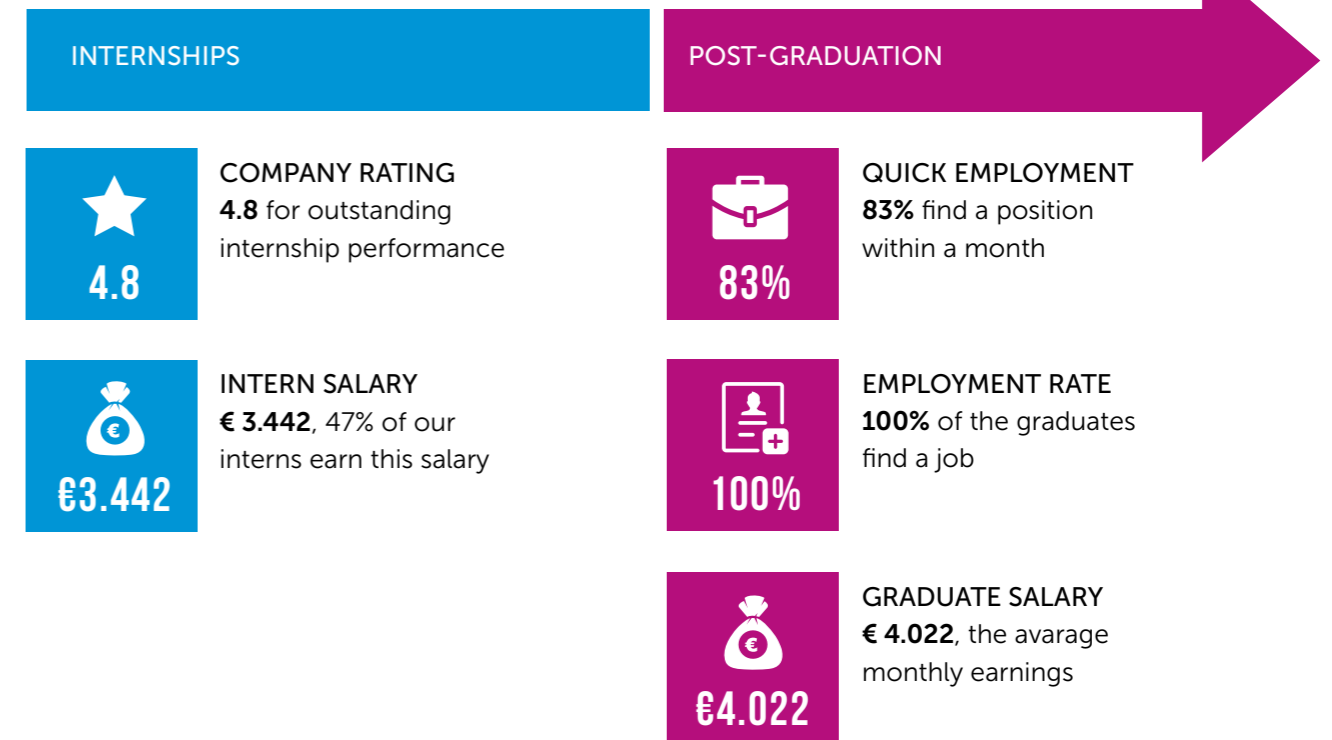
24%

Growth of first-year students at Codam

Year	
2023	137
2024	170

How we compare to other Computer Science studies at HBO or WO in The Netherlands:

1 Most female first-year students in 2024

3 Most first-year students of 2024 in Amsterdam

#15 Most first-year students of 2024 in the country

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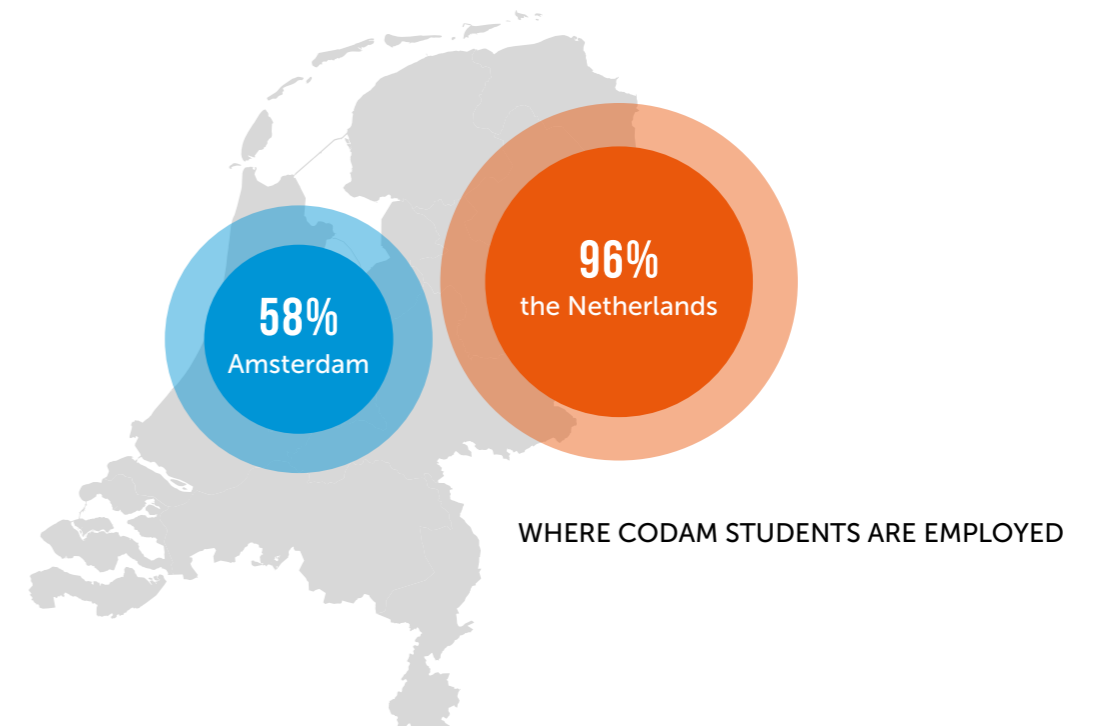
Women Piscine candidates did remarkably well in 2024. On average, better than male candidates. At the end of the Piscines, **women reached a higher level by 7% compared to men on the final day**.

Our education delivers exceptional quality. Here are some proof points:

INTERNSHIPS	POST-GRADUATION

4.8
COMPANY RATING
4.8 for outstanding internship performance

€3.442
INTERN SALARY
€ 3.442, 47% of our interns earn this salary

83%
QUICK EMPLOYMENT
83% find a position within a month

100%
EMPLOYMENT RATE
100% of the graduates find a job

€4.022
GRADUATE SALARY
€ 4.022, the avarage monthly earnings

Codam students are employed in Dutch-based companies

Companies in the region benefit from our students' commitment to building their careers in The Netherlands. In 2024, 58% were employed in Amsterdam and 96% in The Netherlands.

58% Amsterdam

96% the Netherlands

WHERE CODAM STUDENTS ARE EMPLOYED

9292

WeTransfer

DDi
REGAIN FOCUS

ABN·AMRO

DHL

VISMA

ASML

adyen

vandebron

Venture IQ

ace & tate

KVK

dott

Deloitte.

south pole

zivver

DuckDB

VUYK ENGINEERING

hoogewerf engineering

Codam talent in action

Over 100 pioneering companies and organizations have welcomed Codam's exceptional talent. Our students and graduates are transforming different sectors, with 37% driving innovation in large corporations (>2000 employees), 38% shaping medium-sized enterprises, and 25% catalyzing change in smaller companies (>50 employees). These forward-thinking employers continue to recognize and empower the tech talent we've nurtured.

PRODRIVE TECHNOLOGIES

UBISOFT

NIKE

seenons

XCCELERATED

VSTEP

tomtom

Mighty Moose

ir.deto

Lost Lemon
Software, consultancy, onderzoek.

KLM

adidas

livit ottobock. care

XS4ALL

gozynta

COPERNICA
Marketing Software

cr·sp

my tomorrows

powerhouse

digex

chargetrip

Rijkswaterstaat

OP DAKKAPEL

nationale nederlanden

water net

IKEA

on(2)it

NORD SECURITY

it zos

LEANING technologies

FASTNED

de volksbank

BEYOND SPORTS

VAN LANSCHOT KEMPEN

NUALIS

croonwolter&dros | TBI

Celebratix

Booking.com

LUCKY KAT

How Codam talent transforms companies like WeTransfer and Xccelerated

Codam students redefine potential, bringing exceptional technical skills, adaptive problem-solving, and innovative thinking that challenge traditional expectations of entry-level talent.

Companies satisfied with Codam interns

★★★★★ Overall satisfaction **4.8/5**

★★★★★ Technical skills **4.5/5**

★★★★★ Team integration **4.8/5**

★★★★★ Autonomy **4.7/5**

"When we brought in students from Codam, it changed how the teams function. It's made the existing team stronger. It created more curiosity across all of the teams and more interest in learning new things. Our experience has been so positive that several people in the team hope we can bring in more students from Codam."

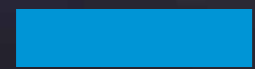**Dan Conti**, CTO at WeTransfer

WeTransfer

"What we've noticed about Codam students is their technical level. They can learn a new programming language in two weeks and know how to write scalable and production-ready code. You don't normally see this with computer science students from traditional universities. Another common feature is that they are independent problem solvers, driven to fix things. This is why I believe they can add value from the beginning."

Samantha Alves Goncalves, Head of Talent Acquisition at Xccelerate

XCCELERATED

6. TRANSFORMING LIVES THROUGH EDUCATION

ROOS

"I studied Art History before finding my way to Codam. As a child, I used to play with SuperLogo on our home computer, moving a little turtle around with code. Back then, I saw it as solving puzzles, not programming. I also let stereotypes influence me—I thought tech was more for boys, so I never considered it.

After my studies, I tried many things: giving museum tours, traveling extensively, and even working as a festival set builder in Asia.

While traveling, I started reflecting on what I truly wanted. A chance encounter with an older person during a cycling trip sparked the idea: 'Are you good with computers? You can do that anywhere.' After exploring options, Codam stood out. It offered freedom, self-paced learning, and a supportive community where diversity thrived.
Now, as an IT lecturer, I bring Codam's active, collaborative learning methods to my students. Codam truly shaped how I teach and grow."

6. TRANSFORMING LIVES THROUGH EDUCATION

Three alumni share their paths through Codam - from their first lines of code to becoming accomplished software engineers.

Their journeys showcase the transformative power of our peer-learning approach:

* **Roos** evolved from an art historian to an ICT lecturer, bringing Codam's collaborative methods to her own classroom.
* **Raoul**, once a high school dropout, adds immediate value as a software engineering intern at TomTom.
* While **Yullia** transitioned from aspiring veterinarian to software engineering intern at Van Lanschot Kempen.

Their diverse backgrounds and achievements embody Codam's mission to unlock potential in unexpected places.

RAOUL

"Traditional school never suited me. I dropped out of HAVO/ VWO in the fourth year and switched to MBO, but that was even worse. The students were less motivated, and the education level was too low. I ended up working in a factory as a cleaner, but they quickly moved me to the technical installation team after realizing I had a knack for tech.

I wanted to learn programming and grow my skills, but the courses I took weren't great. Then I saw Codam on TV, and it immediately clicked—a school without teachers!

From day one, I loved it. Sparring with peers, challenging each other, and debating solutions taught me so much. The constant back-and-forth feedback pushed me to improve.During my internship at TomTom, I built automated testing scripts that are now implemented. Thanks to the solid foundation Codam gave me, I quickly taught myself Python and even worked on data visualization dashboards. Codam gave me the tools to become a versatile engineer."
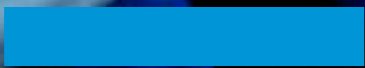

YULLIA

"I never thought tech would be my path. I was more into biology and wanted to become a veterinarian in Ukraine. Tech just didn't seem like an option for me. But looking back, I realize I always enjoyed creating, whether it was building robots, playing video games, or making things with Lego.

My perspective changed when I worked in customer service at Booking.com and attended a Codam event for women.

I was inspired by their mission to educate and empower people, not to make money. I joined the Piscine, convinced that I could learn something valuable, and Codam proved me right. One of the biggest lessons was learning to embrace failure and try again—it has helped me a lot. Alongside my internship at Kempen & van Lanschot, I want to make a positive impact and help others, such as volunteering with NL4UA to support wounded Ukrainian soldiers. Codam has been instrumental in my growth and confidence."
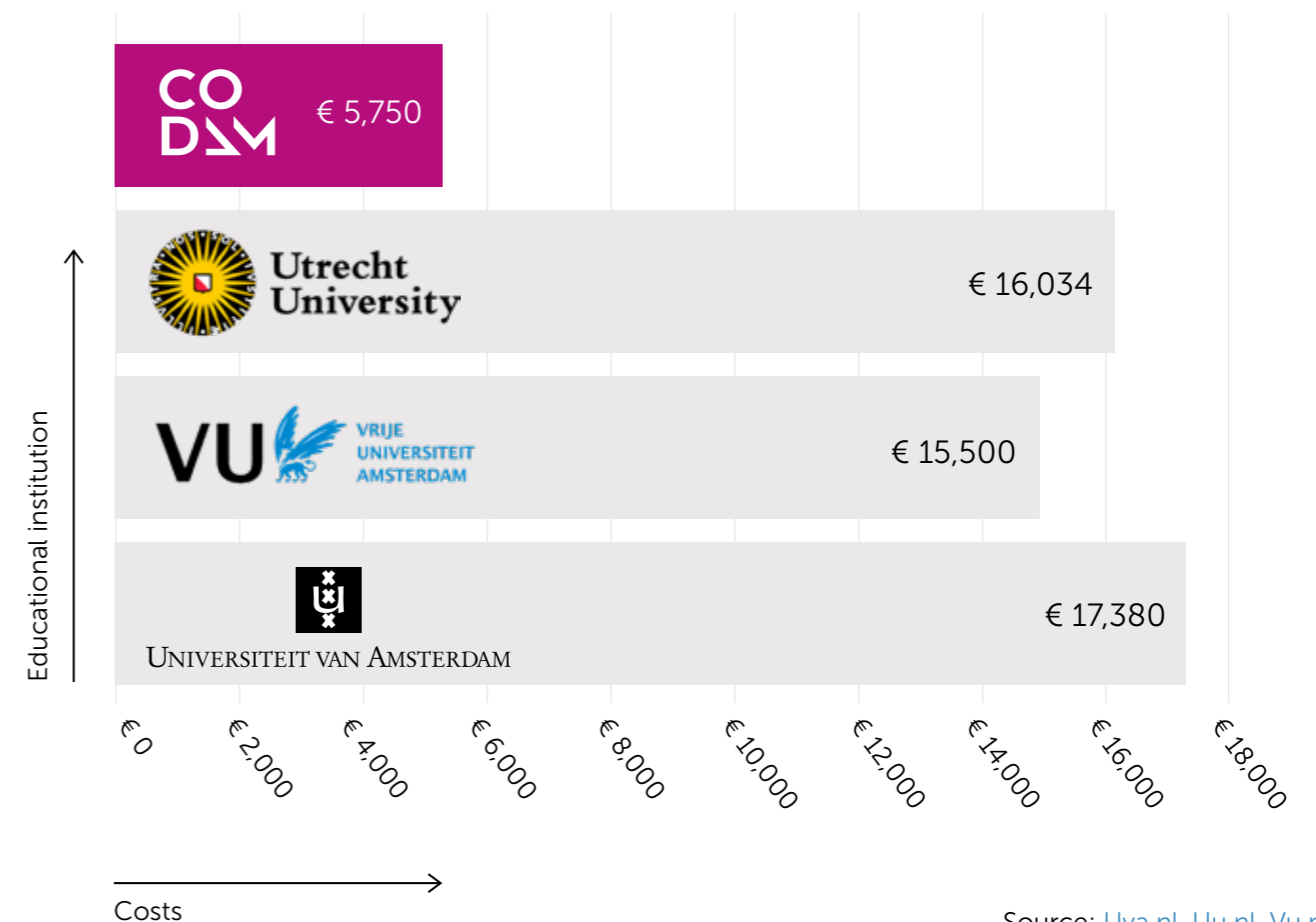
7. SCALING INCLUSIVITY AND IMPACT

Codam's peer learning approach enables scalable, high-quality education at a lower cost per student than traditional institutions. Unlike universities limited by teaching staff and fixed quotas, our model allows unrestricted growth while maintaining educational excellence - making it a smart investment in future tech talent.

Our cost-effective approach is compelling. With an annual investment of **€ 5,750** per student - significantly below traditional university costs - we deliver high-quality learning more efficiently. By leveraging peer-to-peer learning, we create a sustainable, scalable educational ecosystem that consistently delivers top-tier tech education.

This approach not only makes tech education more accessible but also provides a replicable model that can address skills gaps across various sectors and regions. By scaling our educational model, we can unlock more undiscovered talent and nurture their potential, driving inclusive innovation forward.

ANNUAL INVESTMENT PER STUDENT

Source: Uva.nl, Uu.nl, Vu.nl

8. SHAPING THE FUTURE TOGETHER

8. SHAPING THE FUTURE TOGETHER WITH PARTNERS

Codam thrives through collaboration, uniting industry partners, community partners, donors, and alumni in a shared mission to reimagine tech education. Our ecosystem is built on mutual commitment: companies gain access to exceptional and diverse talent, community partners help us advance digital literacy in underserved areas, donors enable life-changing opportunities, and alumni become powerful ambassadors of our transformative approach.

Our partners and supporters are more than stakeholders - they are catalysts of change. By investing resources and time in Codam, they directly contribute to breaking down systemic barriers in tech education, creating pathways for talented individuals who might otherwise be overlooked.

Making tech education accessible

At Codam, we remove barriers to education to give overlooked and underrepresented groups a shot at tech. Our tuition-free model eliminates financial obstacles, while our Assistance Program provides scholarships for essential costs like travel, housing, and sustenance. Since 2018, € 560,000 in scholarships has helped 724 participants - talented individuals from all walks of life - take their first step into Codam's transformative learning environment.

Grateful to our partners

The Assistance Program is powered by the generosity of our partners: **the Sofronie Foundation, Adyen, Exact Foundation, Wipro and The Student Experience.**

Their belief in our mission ensures that students from all backgrounds can focus on building their future without financial stress.

To our funding partners:
Thank you for helping us unlock the potential of more students. Together, we're not just changing individual lives, but reshaping the future of tech education.

"With Adyen, we want to have a bigger impact. We aim to make an impact on society and the communities around us. That's why we decided to create a scholarship for Codam students so they can fully focus on their new education path.

Our scholarships lower the barriers to entry and level the playing field for more people who otherwise wouldn't have the chance to be part of Codam."

Alexander Matthey
Former CTO at Adyen

Community Impact: expanding digital access

In 2024, we proudly collaborated with community partners to advance digital literacy in underserved communities, contributing to meaningful initiatives within a shared ecosystem dedicated to doing good. These initiatives included:

- ✓ Collaborating with **IMC Weekendschool,** we offered engaging Scratch workshops to introduce children to coding and spark their creativity.
- ✓ Opening our doors for **Weekend van de Wetenschap**, igniting curiosity in programming for people of all ages.
- ✓ Joining forces with **PreparationTech** to provide scholarships for underrepresented high school students—including girls, non-white students, and those from low-income backgrounds—empowering them to participate in the Piscine and uncover their potential.
- ✓ Collaborating on **IT Doe Dagen**, where we introduced local communities in Utrecht to the excitement of programming and the possibilities of tech careers.

"Collaborating with Codam is a natural fit for PreparationTech. From providing summer coding scholarships for some of our students to teaching Python workshops at our events, the Codam team has proven its deep commitment to increasing diversity and inclusion in the Dutch tech industry.

We're especially grateful for the summer scholarships for students because it was a life-changing experience for them. Not only because they acquired important tech knowledge and skills but because they joined a community of learners who helped each other progress through the course. Four out of the five participants now say that they want to pursue technology studies after high school and Codam is a big reason why!."

Deborah Carter
Managing Director,
PreparationTech

We're thrilled to be part of this vibrant ecosystem, working alongside our partners to create opportunities, inspire creativity, and expand access to technology.

To our community partners:
Let's continue breaking down barriers and creating pathways into tech. Together we can make an even bigger impact in 2025 and beyond.

BEYOND BARRIERS, TOWARD OPPORTUNITY

~ MATS, THE SENSE MAKER, 21 YEARS, CODAM CORE STUDENT

"I dropped out of traditional school because it didn't make sense to me. It felt so rigid like you just had to follow the teacher's direction. I was always a self-learner, passionate about subjects like math and English, but the standard system just didn't work.

When I heard about Codam through my dad, everything changed. The Piscine was the most engaging learning experience I have had in years. Learning felt fun again. The peer-learning model just clicked with me. You're not just taught—you teach, discuss, and help others. It's so much more practical, and I love how it shows there's more than one way to solve a problem.

Sure, we get distracted sometimes playing board games or hanging out, but that's part of what makes it special. We all share similar experiences and drive, which makes it easy to connect."

CONCLUSION: BEYOND BARRIERS, TOWARD OPPORTUNITY

Since our founding, Codam has challenged the traditional boundaries of tech education. We've proven that talent isn't defined by credentials but by potential, motivation, and opportunity. Our journey has been about dismantling systemic barriers and creating a learning environment where diversity drives innovation.

In six years, we've challenged the status quo of tech education in The Netherlands and transformed over 2350 lives. Our model has shown that by removing financial, educational, and social obstacles, we unlock potential in individuals who might otherwise be overlooked. We've demonstrated that inclusivity isn't just a moral imperative—it's a pathway to exceptional talent and groundbreaking innovation.

Looking forward, our mission remains clear: continue expanding access to excellent tech education, challenge traditional learning models, and prove that talent exists everywhere when given the right platform. We welcome new sponsors, governmental, and municipal support to accelerate our growth and remove even more barriers to tech education.

Together, we're not just shaping software engineers; we're shaping futures.