



Sigrid Hantusch-Taferner is Country Manager of Codecool Austria.

She plays an active role in the Group's expansion to Vienna - the fourth country for the tech talent hub - by adapting Codecools global strategy to the Austrian market.

Codecool is the fastest growing programming school and IT-tech-talent-sourcer in Europe to counteract the effects of the IT skills gap.



Building a Digital Future

with Codecool Austria



We're coded for growth



Codecool is an international coding school, tech talent sourcing and training solutions partner founded in 2014.

We don't just train IT or programming, we provide a pool of talent for our 250+ corporate clients.



Programming and IT specialist courses

Full-stack Developer, Frontend Developer,
Backend Developer,
Software Tester, IT Project Manager,
System Administrator



Tech talent sourcing

From junior developers to senior professionals we can find the most suitable candidates for our 250+ corporate partners within a short time.



Training solutions

We design trainings based on our clients' re- or upskilling needs to make them able to deliver their digital strategy.

Codecool in numbers



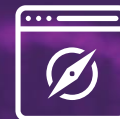
4

countries
across Europe



1200+

graduates
so far



98%

landed in
a tech job



250+

corporate
clients



TOP20

most promising scale-up
by TheNextWeb

We are proud partners of 250+ companies across Europe



Morgan Stanley



KINSTA



But first, Austria



150M

new tech jobs are going to emerge worldwide by 2025.*

<https://business.linkedin.com/talent-solutions/emerging-jobs-report#all>

70%

of the European businesses already experience lack of staff with adequate digital skills.*

<https://digital-strategy.ec.europa.eu/en/policies/digital-skills-and-jobs>

24 000

IT professionals are missing from the Austrian job market.*

<https://www.derstandard.at/story/2000125555479/firmen-fehlen-bis-zu-10-000-it-fachkraefte?ref=article>

Where we are heading to..



10

campuses
by 2025



1000+

graduates/year
across locations



New products

for potential students
and corporate partners

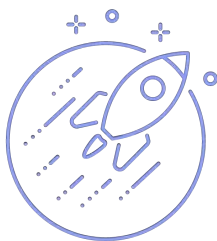
We support Austrian companies growing in the digital age



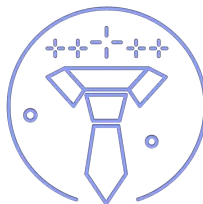
Within two years we plan to release **300 graduates / year only in Vienna.**

That means 300 well-trained, project-ready IT professionals for the Austrian IT sector.

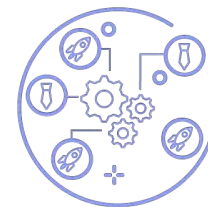
Besides junior IT developer recruitment we can support reaching your goals in many other ways too.



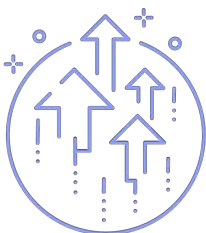
**Junior
IT developer
recruitment**



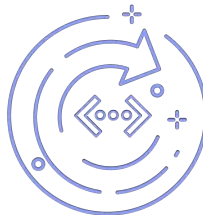
**Senior
IT expert
recruitment**



**Whole IT
team
recruitment**



**Non-tech IT
talent reskilling**



**IT expert
upskilling**



**Digital
academy**

Making people live for the better with programming



We offer our students a new IT career as full-stack developers within a year. And much more.

Within two years **we plan to release 300 graduates / year only in Vienna.**
That means 300 well-trained, market-ready IT professionals for the Austrian IT sector.



1-year long mentor-facilitated offline programming course
10+ technologies
30+ completed projects.
14 soft skill workshops



Job guarantee



Post-payment



Who can become a Codecool student?



EVERYONE

- Who has strong analytical and logic skills
- And speak good English & German

Our **strict selection process** have three steps.



Pre-screening

Through some basic questions we filter out those applicants who don't meet the entry requirements, like they do not speak English, have a high school diploma, or strong enough motivation.



Personal interview

Our psychologists assess the applicants' drive and commitment towards IT and the 1-year long learning process. Their English skills are also tested here.



Logic test

The applicants get to play a 20-minutes long game, called Benchmark Games. Here we test logic skill, analytical thinking, problem solving, routine tolerance and speed of thinking.

What are Codecool students like?



25-35

years old
on average

90%

have work
experience

60%

are university
graduates

35%

are
female

100%

speak at least
medium English

75%

speak more than
2 languages

80%

still work at our
corporate partners



More women into IT



CoderGirl scholarship available on every of our full-stack developer courses.

Girls not only going to be trained to be market-ready junior developers, but we guarantee them a job as well.



8%

of the developers globally are females



17%

is the ratio of female developers in the EU



15-20.000

women in Vienna area are dissatisfied with their current career and are interested in IT

Large-scale digital skills development projects



MINISTRY OF
INNOVATION AND TECHNOLOGY

In the frame of a Ministry of Innovation and Technology's programme **Codecool trained 300 unemployed Hungarians free of charge** to become front-end developers, back-end developers, software testers or system administrators in 17 weeks, and so get a new chance of employment in the job market and start their lives anew in future-proof tech careers.



MOTOROLA
SOLUTIONS

Codecool has partnered with Motorola Solutions in Poland and built the **Motorola Solutions Academy**. Codecool created a comprehensive sourcing and training programme, **recruited and selected 26 participants from 500 candidates, and is delivering their 7-month training**, and will support their onboarding, so that they become Motorola Solutions new frontend and backend developer workforce.



European Software
Skills Alliance

As a **member of the European Software Skills Alliance** Codecool is going to develop and implement a **Software Skills Strategy** and corresponding **Vocational Education and Training (VET) programmes** for Europe together with 25 industry and education stakeholders, like Adecco or Amazon Web Services

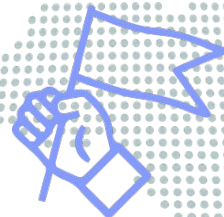
Codecools expansion strategy



HR- and Expansion Concept is based on:



Flat level,
non hierarchical
structures



High level of
independence



Highly
adaptable
products

Codecools expansion strategy



HR- and Expansion Concept is based on:



Motivation raised by **trust**, **empowerment**, **freedom** to change & adjust environment using tools like **Transparency Circle**, **Advise Process**, **Feedback Café**, **Focus Day**, **OKR** system,...



Every **location** can **change the system** and has the freedom to set **its own goals** based on the local circumstances.



CC model is quite easy to **scale**, local staff finds out what is **important for the market**, and can implement **new products**, different processes, etc.





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**Do you have questions?
Let us know!**



