



DIGITAL SKILLS PROGRAMS

EMPOWERING REFUGEES, DIVERSIFYING TALENT



**Code
Division**

Prepared By Code Division Ltd.
51 West Campbell Street,
Glasgow, G2 6SE



BACKGROUND

SINCE MARCH 2022 THERE HAS BEEN NO GOVERNMENT FUNDING FOR DIGITAL SKILLS PROGRAMS FOR ANY DISADVANTAGED GROUPS.

FUNDING

WHILST WE VALUE ANY SUPPORT, THE REALITY IS WE CANNOT RUN THESE PROGRAMS WITHOUT FUNDING. THERE ARE THREE WAYS YOU CAN HELP:

SPONSORSHIP

OUR PROGRAMS ARE FULLY COSTED AT £65000 FOR 15 WEEKS AND 16 LEARNERS. FOR JUST OVER £4000 YOU CAN SPONSOR A REFUGEE AND CHANGE A LIFE.

TRAINING

BENEFIT FROM OUR INDUSTRY EXPERTISE AND BOOK OUR DIGITAL SKILLS TRAINING FOR YOUR COMPANY. PROCEEDS SUPPORT OUR COMMUNITY PROGRAMS. HERE IS OUR [TRAINING BROCHURE](#).

SOCIAL RESPONSIBILITY

THESE PROGRAMS ARE DESIGNED TO TAKE INDIVIDUALS OUT OF POVERTY. GIVING A MEASURABLE IMPACT FOR CORPORATE SOCIAL RESPONSIBILITY.

PROPOSED PROGRAM

HUMAN
CENTRED

TRAUMA
INFORMED

DESIGN
THINKING

BUSINESS
ENGLISH

COMMUNITY
CENTRED

DIGITAL
SKILLS

EXPERT
TUTORS

LEARNER
NETWORK

EMPLOYER
NETWORK

3RD SECTOR
NETWORK

OUR PARTNERSHIPS

Only by working together can we provide solutions. Get involved with our work and join a network of progressive organisations:

AVANT
ASSESSMENT

An online, standards-based assessment of language proficiency to shift language education from a grammar-based, rote-learning approach to a focus on developing real-world proficiency.

BPC

Rooted in the African Ubuntu philosophy (“I am because you are”) Bianca Peel Consultancy aims to advocate for holistic education for all. Offering Education consultancy, English language training Curriculum, and resource development using trauma-informed and learner-centred methods.

FUTURE
CODERS

Future Coders are a Social Enterprise using the SCRUM Educational Experience to enhance learning and engagement for those learning digital and tech skills. They have a track record of running high-quality training courses receiving great feedback from both learners and learning providers.

OTHER
PARTNERS

Naamal/ Concat Tech/ Tech Refugees/ EQUATE / Data Lab /RISE COLLECTIVE /SWIT /Code Your Future.

Numerous companies and organisations from tech sector and beyond. We are adding partners all the time... Get in touch to partner with us: digitalempowerment@codedivision.co.uk

Code
Division



DESIGN PROCESS

REFUGEE PROGRAM



5 PILLAR PROGRAM

PRE PROGRAM SUPPORT

Initial assessment for Business English, technical skills, work experience by expert tutors.
Assessed for additional support and well Being health checks by experts.
Creation of Individual Learning Plan in collaboration with learner.

DIGITAL SKILLS

Demand led program offers the latest technologies and methodologies; Digital Marketing, Web Development, Data with Business, Data Analysis, Cyber Security.

BUSINESS ENGLISH

Boosts employability and improves communication. Breaks down cultural barriers, increases confidence and supports integration in the workplace.

WELL BEING

Trauma-informed and following VUCA education to inform teaching and learning strategies. Providing support workshops; mental health, mindfulness yoga and art therapy.

SOFT SKILLS

Develop skills including communication, time management, collaboration, empathy, critical thinking and entrepreneurial skills.

WORK BASED LEARNING

Working collaboratively, Utilising collaboration tools. Creating an e-portoflio of work. Real world projects, expert talks, Industry mentoring and internships opportunities.

POST PROGRAM

Progress assessed using Avant Assessment, SQA Qualifications and E-portolio.
Continued support offered to both learners and employers.

EXAMPLE: DATA ANALYSIS PROGRAM

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Data and Python	Applied Statistics	Data and Python	121 Mentoring	Well Being DROP IN
Afternoon	Data and Python	Data and Business	AI and Business	Business English DROP IN	Well Being DROP IN
Evening	Business English	Business English	Data Canteen DROP IN	Industry Talks DROP IN	

COSTINGS

Learners: 16
15 Week Course:

£65000

Cost per Learner:

£4063

FLEXIBLE DELIVERY

- 9:30 - 3:30
- Drop in workshops.
- VLE resources.
- Expert Talks.
- Weekend catch ups.
- SQA Accreditation (Level 8).
- Industry Projects.

SKILLS PROGRAMS WORK

From learners to professionals, we are proud to celebrate our alumni's successes!

Name	Job Title	Organisation	Testimonial
Kelsey	Data Manager	NHS Lothian	Program gave me new data skills and the confidence to apply for the Data Manager position.
Reece	Data Engineer	CorporateHealth	Provided me with fundamental yet critical knowledge to excel in my line of work.
Francis	Digital Insight Analyst	BP	Provided with me key skills I needed to become a business analyst
Jayanthi	Project Officer	Improvement services	Program was key in training for the data analytics job that I am currently doing.
Phoebe	Data Analyst	DC Thomson	Course gave me confidence to gain employment in the digital sector
Ester	Business Analyst	BT	Code Division enabled me to progress to a Senior PMO position.
Hannah	Software Engineer	Stater	It has helped me get into a traineeship to start a career as software engineer.
Beatriz	Data Curator	EMBL-EBI	It helped me gain the confidence and develop my skills in data science.
Karoly	Technical Research analyst	S&P Global	Code Division supported me and gave me the confidence to gain my first data role.
Muhammad	E Commerce	Self Employed	Code division helped me with my E-commerce business setup
Viktoriia	Software engineer	BBC	Code Division program helped me to get my first job in tech
Clare	Head of Operational Planning	HES	This course allowed me to push the organisation forward in terms of our data maturity
Ariel	IT Consultant	CGI	The tuors gave me the technical skills and confidence to apply for roles in tech.
Carmen	Senior Transport Planner	AECOM	Program helped me to improve methods for and analysis of modelling data which led me to the new role.
Valentina	Principal Consultant	Systra	Having the correct python skills helped me getting my current job position
Chenjing	Support Consultant	JPN Financial	Code Division gave me self-confidence and made a positive impact on my career
Diana	Business Consultant	Sport Scotland	Code Division taught me to use to become an analyst and supported me into employment.
Anastasisa	Data Analyst	Scottish Power	Code Division helps confidence and gives us new opportunities and possibilities
Alona	Data analyst	Scottish Power	Thanks to the Code Division team I got a job in a large multinational organisation.
Maryanne	Procurement Analyst	Scottish Power	Code Division improve people’s lives or even drastically change them like it has for me
Neha	Verification Engineer	PQ Shield	The course helped me gain a promotion and develop my career
ilja	Digital health Developer	GI Digital	The course gave me invaluable digital skills and introduced new technologies.
Marina	Web Developer	The Idol.com	Everyone at Code Division was so helpful and were all there to support me.
Abdulkadir	Full Stack Developer	Self Employed	This program taught me all differernet parts of web development.
Eleni	Digital Designer	Self Employed	The tutors and all support staff are all trying to ensure all learners get employment in digital roles.
Christine	Data Stastician	Corporate Health	The course helped me develop my data and statistical skills
Linda	Researcher	Stirling University	The program gave me the confidence to apply for my current position
Roopa	Foreign Exchange Operations	Morgan Stanley	The Women Returner program was excellent and supported me in getting my new job.
Jolene	Digital Marketing Specialist	Self Employed	I was able to pursue a career path by getting remote experience alongside looking after my baby at home.
Iryna	Social Media Specialist	Self Employed	The tutors were excellent and gave me the confidence to develop my marketing career here in the UK.
Jyoti	Software Developer	JP Morgan	Courses like this provide opportunities that are not available to a lot of people.
Sabrina	Business Analyst	Scottish Power	The tutors all geve excellent support and were very knowledgable.
Marina	Digital Marketing Specialist	Self Employed	Tess was an excellent tutor and the course helped me get my dream job.
Kevin	Scaffolder	SLKS Scaffolding	The course gave me the marketing skills to expand my business and widen my reach.
Seema	Photographer	Self Employed	The program gave me the professional qualifications in Photoshop which means I could offer more services to customers.
Andrei	Digital Design	Self Employed	The tutors were always there to give me support and it was re assuring to me that people would care that I should develop my career here in Scotland.



PREVIOUS PROGRAMS

Data Accelerator Program (16 Weeks) LEVEL 8

2 Cohorts - Refugees/ disadvantaged groups
16 Week program designed to develop analytic, collaborative, and creative problem-solving skills. Using business applications (Excel, Power BI), programming (Python) and applied statistics. The program finished with a 6-week work project for third sector organisation.

Learners ended up in job roles with DC Thomson, Public Health Scotland, Morgan Stanley, Nat West, Scottish Power, CGI, NHS Lothians, University of Warwick

Digital Empowerment Program: (6 Weeks) LEVEL 7

1 Cohort: Ukrainian Refugees
We created a bespoke program for Ukrainian women. Designed and delivered by a core team of educators experts with an understanding of learner-centred approaches, the VUCA model and trauma informed practice along with data and digital skills.

Learners ended up in job roles with Scottish Power, Hilton Hotels, Arnold Clark, JP Morgan, KPMG, college and university courses.

Women Returner Program (6 Weeks) LEVEL 7

8 Cohorts: Women returning to work
Program designed to develop soft skills in communication, empathy, and critical thinking and how to use digital and data to drive change. Utilising the most up to business tools, technologies, and methodologies the program embedded an accredited PDA award in Data Science.

Learners ended up in job roles with Morgan Stanley, JP Morgan, Scottish Power, Leidos, Edinburgh City Council, Scottish Government.

Software Development Program (15 Weeks) LEVEL 8

1 Cohort - Disadvantaged groups
Providing a supportive environment for participants to excel in the dynamic world of software development. Learners immersed themselves in Java programming, PHP development, SQL and database management. The program finished with a real-world project.

Learners ended up in job roles with Leidos, CGI, Scottish Government, Sky, Morgan Stanley.

Digital Marketing Essentials (8 Weeks) LEVEL 7

2 Cohorts: Sole traders/Disadvantaged Groups
Program designed to introduce learners to digital marketing. Brand & Audience, Effective Copy Writing, Social Media, Customer Journey & UX, Content Creation and Data Driven Marketing. The course finished by developing digital market strategy for third sector organisation.

Learners ended up as self employed digital marketers. Organisations increased productivity and income.

Web Development Program (15 Weeks) LEVEL 8

2 Cohorts - Refugees/Disadvantaged groups
Participants embarked on a program learning languages like PHP, Java Script, SQL and frameworks like Angular and React. Introducing industry collaboration methodologies UX Design and Agile. The program completed by a web project for a third sector organisation.

Learners ended up as self employed Web Developers, BBC, Scottish Power, Nat West and different Start Ups.

CASE STUDY: DIGITAL EMPOWERMENT UKRAINIAN WOMEN

Our learners gained employment with the Scottish Power Returner Program

"I think that very often Ukrainian people abroad are vulnerable because they do not feel confident. Programs like this help people to become more confident, and give them a chance to find new opportunities and possibilities"

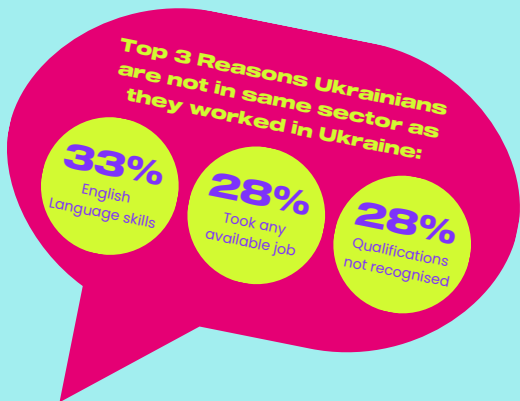


Anastasiia
(Renewables)

"Code Division help people to become more confident. This can improve people's lives or even drastically change them like it has for me."



Maryna
(Procurement)



"I think that our mentors are the best and we are very lucky to learn from such professionals. Thanks to the Code Division team, I got a job in a large multinational organisation. I am immensely grateful for this opportunity."



Alona
(Digital)



READ:

How we created our digital empowerment program for Ukrainian Women

122,380
Ukrainians in UK

79%
Female

81%
Degree Level or above

11%
Technology Background



Click the thumbnails to watch us in the press!!