



GIVING WOMEN THE ~~UN~~FAIR ADVANTAGE

We are on a mission to **transform tech** by providing the skills, space, and inspiration for women and non-binary individuals to become amazing developers, data whizzes, and future tech leaders.

Our community of employable coders, instructors, and mentors is one of the **largest and most diverse globally**. We continue to help more women and non-binary candidates to break into and excel within the industry by linking **amazing talent** with businesses.

Companies are able to **build global talent pipelines** with our entry-level, mid-level, and internal upskilling and reskilling tech talent programmes by providing **free education to women**.

OUR COMMUNITY

200,000+

free learning opportunities
given to women

96%

influenced into a career in
tech because of CFG

46%

fresh university graduates,
currently studying or apprentice

49%

are professionals/career
switchers or tech returners

57%

from underrepresented
ethnicities

27%

eligible for free
school meals

55%

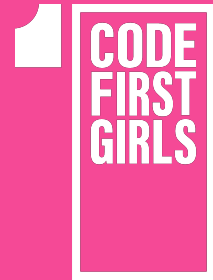
first generation to
attend university

19%

identify as neurodiverse

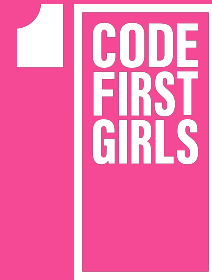


OVER 130+ GLOBAL CLIENTS & GROWING



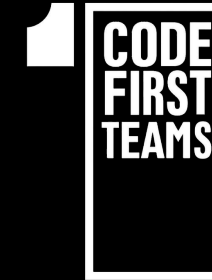
ATTRACT TECH TALENT

Attract diverse **entry-level** or **mid-level** candidates to your roles.



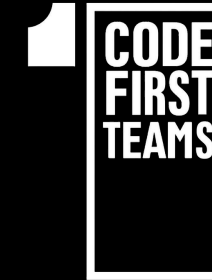
RECRUIT-TRAIN-DEPLOY

Recruit-train-deploy diverse candidates to your organisation.



UPSKILL EMPLOYEES

Upskill existing engineering populations to mid-level roles.



RESKILL & REDEPLOY

Redeploy or reskill existing employees to coding roles.



MEETING GLOBAL TECH TALENT DEMAND

KEY

- Other locations with CFG activity
- Locations in development



SPAIN

Capgemini

iptiQ

commercetools

Skyscanner



PORTUGAL



NETHERLANDS

iptiQ

Booking.com



GERMANY

Capgemini

commercetools



SWITZERLAND

CREDIT SUISSE



POLAND

Goldman Sachs

CREDIT SUISSE

GfK
Growth from Knowledge



IQVIA

HSBC



HUNGARY

Morgan Stanley



INDIA

Unilever

SS&C



SINGAPORE

The Economist Group



USA



CASE STUDIES

BUILDING YOUR OWN GLOBAL TALENT PIPELINE



**BOOST YOUR EMPLOYER
BRANDING**

*Large-scale brand awareness with
our MOOC Sprints and Challenges.*



**BUILD YOUR COMMUNITY
TALENT PIPELINE**

*Introduction Kickstarter Classes to
build your pipeline into the community.*



**HIRE OR RESKILL
ENTRY-LEVEL TECH TALENT**

*Hire core and specialist tech roles with
career paths pre-mapped to job roles.*



**HIRE OR UPSKILL
MID-LEVEL TECH ROLES**

*Attract and retain women with 2-years
experience into a mid-level role.*

CURRICULUM

TECH SKILLS & ROLES

CORE ROLES

Attract and hire candidates to start in entry-level core tech roles.

- 16-weeks of training across a core area: Software/Data Engineering, Data Science, Full-Stack, or Product Management.

Example Roles:

- Data Engineer
- Software Engineer
- Data Analyst
- Data Scientist
- Full-Stack Engineer
- Front-End Developer
- Back-End Developer
- Product Manager

SPECIALIST ROLES

Attract and hire candidates to start in entry-level specialist tech roles.

- 20-weeks of training across a core area plus a specialist area in: DevOps & Cloud, Cyber Security, AI/ML, Vulnerability Research or Data for Business.

Example Roles:

- DevOps Engineer
- Site Reliability Engineer
- Cloud Engineer
- Cyber Security Analyst
- Cyber Security Engineer
- Security Consultant
- Ethical Hacker
- Business Analyst
- Vulnerability Researcher
- Quantitative Analyst
- AI/ ML Engineer
- AI Designer
- Big Data Engineer
- FinCrime



CASE STUDY SPOTLIGHT: NATWEST

EARLY-CAREERS IMPACT SO FAR



6,000

taught to code

130

placed into jobs
(by end of 2023)

JOBS IN

- Edinburgh
- London
- Manchester
- Bristol

SKILLS

- Software Engineering
- Data Engineering
- Full-Stack
- DevOps & Cloud

TECH DIVISIONS

- NatWest Digital X
- Commercial & Institutional Banking
- Retail Banking
- Payments
- Enterprise Engineering
- Networks & Infrastructure
- FinCrime
- Fraud
- Risk, Audit, Legal



RETURN ON INVESTMENT

~£5M

in cost savings

~77%

are cutting code and
twice as productive
vs. other programmes
in their first year.

~98%

retention over
2.5 years

COMMUNITY IMPACT

66%

**UNDERREPRESENTED
ETHNICITIES**

40%

**FIRST GENERATION
TO GRADUATE UNI**

100%

**CAREER SWITCHERS
OR RETURNERS****

71%

**NOT CURRENTLY
WORKING IN TECH**

**Career switchers or returners with 2+ years experience or equivalent