



2026 PARTNERSHIPS



CODE
FIRST
GIRLS



GIVING WOMEN THE UNFAIR ADVANTAGE

Code First Girls are recognised as leaders in engaging, training and deploying women in **130 companies** and **government departments since 2021**. Code First Girls has conducted extensive research on mechanisms to engage, educate, place, and advance underrepresented talent in technology roles.

Code First Girls holds one of the **UK's largest data sets on diverse technology talent**. This data informs best-in-class attraction, training, deployment, and retention solutions.

Code First Girls significantly invests in local communities and the technology ecosystem. On average for every one woman deployed, we **reinvest back into 10 women in the local community** through free education.

Community Insights



300,000+

free learning opportunities
to build tech talent pipelines

89%

converted into tech roles
from the CFGdegree*

53%

career switchers and tech
returners (35% recent grads)

98%

retention rate for
CFGdegree grads

67%

from underrepresented
ethnicities

36%

are from lower
socio-economic backgrounds

48%

first generation to
attend university

16%

identify as neurodiverse

*pre-selected and matched candidates to partner job roles

TRANSFORMING 130+ ORGANISATIONS

TALENT ATTRACTION

CODE
FIRST
GIRLS

- Attract and hire entry-level talent
- Attract and hire mid-level talent
- Recruit train deploy

EMPLOYEE TRAINING

CODE
FIRST
TEAMS

- Upskill employees in essential no/low code skills
- Reskill employees and deploy into tech roles
- Upskill your existing tech teams in Agentic AI, ThreatOps or into Mid-Level Tech roles



TALENT ATTRACTION: ROLES/FUNCTIONS

ENTRY-LEVEL CORE

Example Roles:

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

ENTRY-LEVEL SPECIALIST

Example Roles:

- DevOps Engineer
- Site Reliability Engineer
- Cloud Engineer
- Cyber Security Analyst/Engineer
- Security Consultant
- Ethical Hacker
- Business Analyst
- Vulnerability Researcher
- Salesforce Administrator
- Service Desk Analyst/Technician

MID-LEVEL

Mid-Level Accelerator roles:

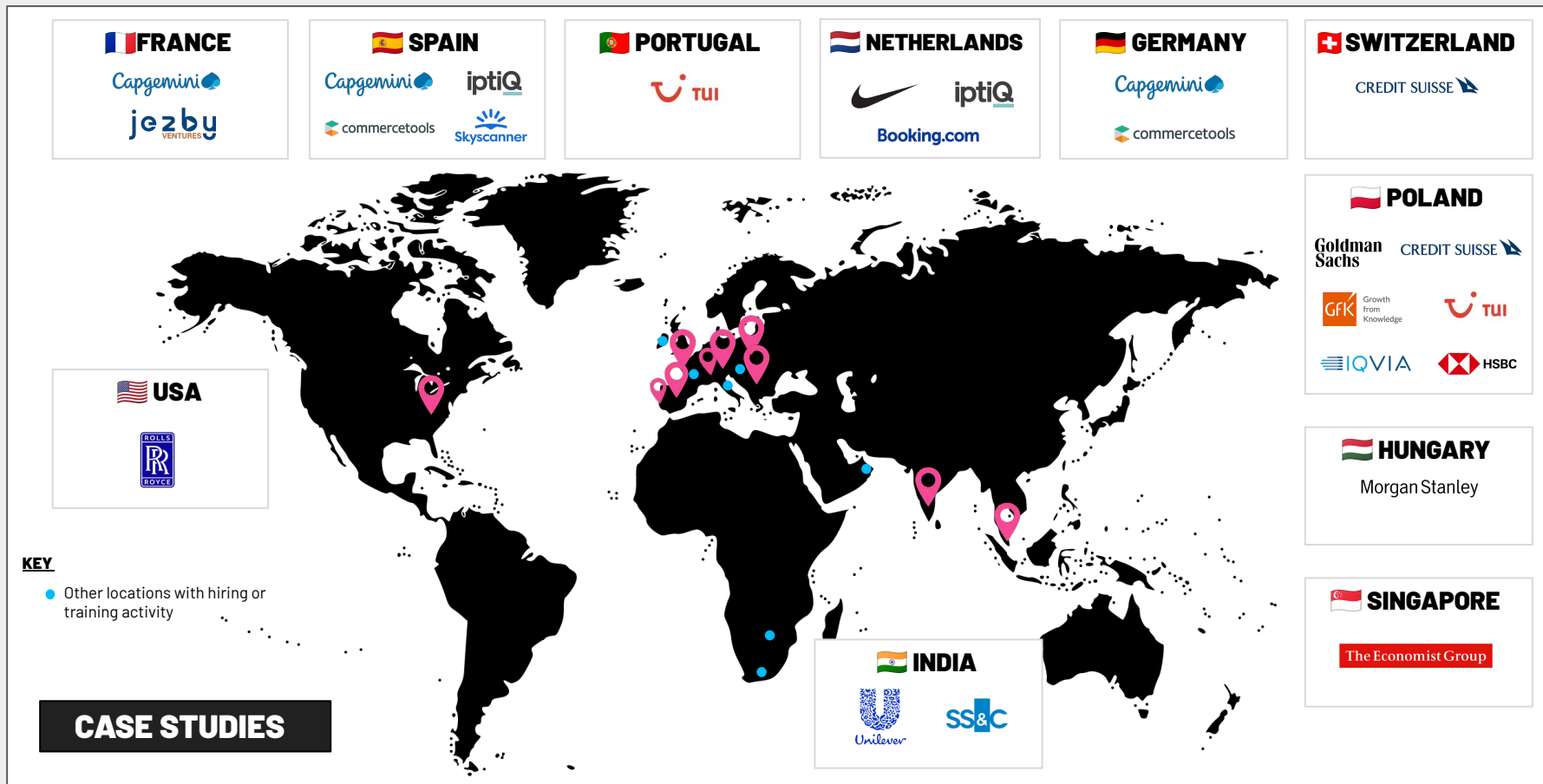
- Mid-Level Software Engineer
- Mid-Level Data Engineer
- Automation Test Engineer

Tech Accelerator roles:

- Cyber Security
- Vulnerability Researcher
- ThreatOps
- Agentic AI Engineer
- Agentic Systems Architect

TRANSFORMING WORKFORCES GLOBALLY

Over 130+ global clients recruit, reskill, and upskill with industry-leading tech training programs.



RECRUIT TRAIN DEPLOY SERVICES

Candidates sourced from local pipelines, built by reinvesting in the community

BETTER FOR ORGANISATIONS

:

- **Build your brand and ESG** at the same time as deploying talent
- Access **career switchers, returners and graduates** with a variety of professional experience and age intersectionality
- Candidates are matched across behaviours, values and technical aptitude that best suit your business
- Our re-investment approach facilitates the government's social values framework by providing **Equal Opportunity** and **Tackling Economic Inequality**
- **Continuous professional 1-1 development** throughout the deployment period
- Individualised learning plans and KPI support to embed, measure and support performance
- **Convert to employees at no extra cost** at the end of the deployment period
- **Flexible deployment** periods of 12,18 or 24 months

BETTER FOR CANDIDATES:

- Candidates **choose their deployment organisation** based on aptitude, technical area, interests and behaviours - increasing the quality of the match, motivation, and retention
- Training and deployment in **local communities**, enabling critical family and social support networks - important for career switchers/returners and those with caring responsibilities
- Candidates are **rewarded for their loyalty** with bonus milestones paid throughout the deployment period - they are **not subject to exit fees or punitive contractual clauses**
- Candidates gain access to significant **Code First Girls community support**, including mentorship, continuous professional development and experienced women role models



MID-LEVEL TECH ACCELERATOR

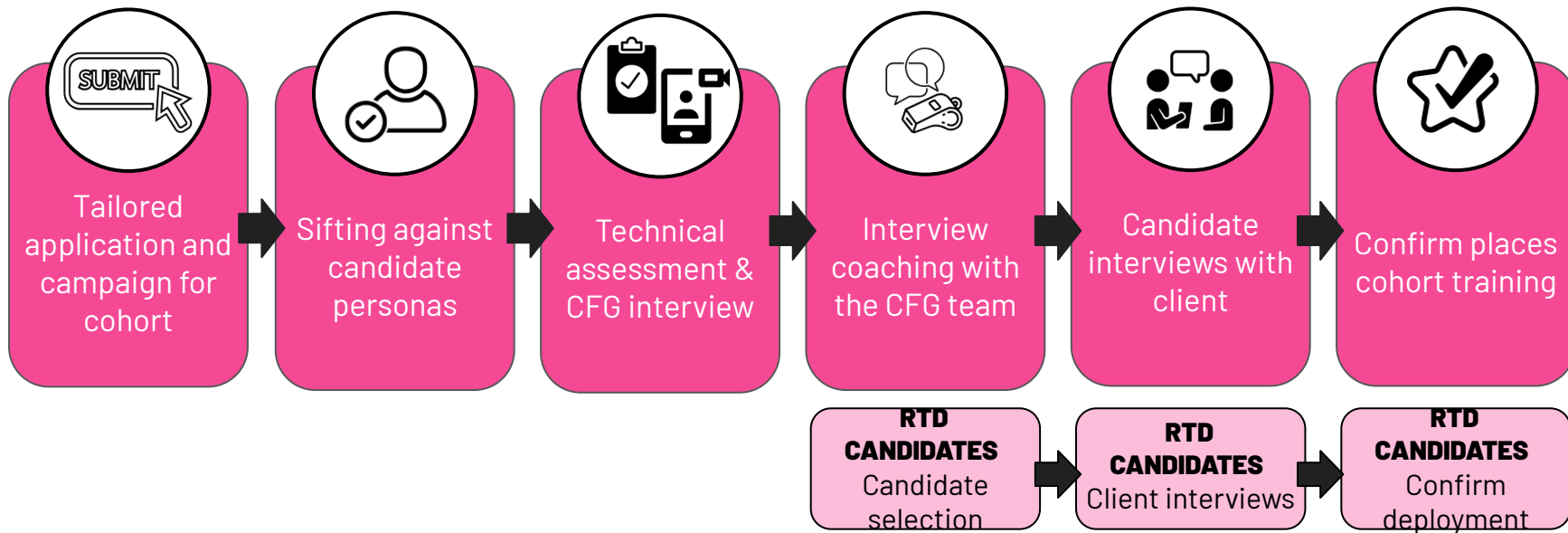
Hire and attract candidates into Mid-Level Engineering or Testing, Threat Ops or Agentic AI roles.

CANDIDATE PROFILES:	TARGET AUDIENCE: WOMEN WITH 1.5+ YEARS IN TECH • Technology professionals with 18 months - 2 years of coding experience • Have existing proficiency in Python (Software or Data Engineering), Java or JavaScript • Ideal for Software Engineers, Data Engineers and Testers
SKILLS OUTCOMES:	MID-LEVEL TECH ACCELERATOR: ENGINEERS & TESTERS The programme focuses on developing the following: • T-shaped skill set • Critical technical leadership skills • Agility, automation, and deployment strategies • Innovation • Inclusive products and development techniques
ADDITIONAL SPECIALISMS:	ADDITIONAL SPECIALISM: THREATOPS OR AGENTIC SYSTEMS & AI INTELLIGENCE There is the option to include an additional layer of specialist upskilling across the following areas: • Agentic Systems & AI Intelligence • ThreatOps



CANDIDATE SELECTION

Our external application process for entry-level hires, mid-level hires and consultant placements (RTD)



BUILDING GLOBAL PIPELINES: CAPGEMINI

Code First Girls are building local talent pipelines on a **global scale** for Capgemini's technical hiring needs.

KEY RESULTS:

- ~1,000 women provided with free education to build local talent pipelines
- **120+ women** places into jobs across the **UK, Germany, France & Spain**
- Applications for Capgemini roles over **1200%** oversubscribed through CFG
- Successful job roles in **multiple tech divisions**:
 - Insights & Data Consultants
 - Software Development Engineers
 - Cloud Native Engineers
 - Microsoft Native Engineers
 - Full Stack Javascript Engineers
 - Platform Engineers



*"The level of candidate quality was above and beyond,
universally excellent"*

Jon Magid, Director



HIRE ENTRY-LEVEL ROLES

HIRING

Our external hiring for **core entry-level roles** have 16-weeks training with our CFGdegree in either Software or Data Engineering, Full-Stack, Data Science or Product Management. Our **specialist entry-level roles** have an additional four-weeks in a specialisation in either: DevOps & Cloud, AI/ML, Cyber Security, Data for Business and Vulnerability Research[^].

HIRE ENTRY-LEVEL TALENT	SAPPHIRE	EMERALD	RUBY	GOLD	SILVER	BRONZE
Price per core hire	£5,600	£5,990	£6,490	£6,985	£7,420	£8,125
Price per specialist hire	£7,140	£7,640	£8,275	£8,910	£9,465	£10,360
Number of hires	40	30	15	10	6	4
Class pipeline credits	450	270	180	135	110	90
Subscription Price Starting From:	£224,000	£179,700	£97,350	£69,850	£44,520	£32,500



OPTIONAL ONGOING TECHNICAL COACHING

- 1-2-1 coaching sessions
- £600 per candidate/month
- Minimum 6-months
- 12 month discount available

Prices from:

40 places

£144,000

30 places

£108,000

15 places

£54,000

10 places

£36,000

6 places

£21,600

4 places

£14,400

[^]For areas outside of the UK, cohort splits or additional country/regions/states/territories or requirements will incur an additional marketing cost of £5,000 per split cohort/region/state/country.

RECRUIT TRAIN DEPLOY: ENTRY-LEVEL

CONSULTANTS

Access our diverse talent pools of qualified entry-level tech talent.

ENTRY-LEVEL PLACEMENTS	LENGTH OF CONTRACT	DAY RATE (FOR THE FIRST 12 MONTHS)	DAY RATE (AFTER 12 MONTHS)
Core skills consultant	12, 18 and 24 month contracts available	£325 per day	£350 per day
Specialist skills consultant	12, 18 and 24 month contracts available	£345 per day	£370 per day



PRICING INCLUSIONS:

- Candidate matching with our CFGdegree graduates
- Tech coach support (dedicated coach for consultants)
- 100% coverage across HR, payroll & insurance
- 24+ months contracts available upon special request
- FREE to transition to permanent employment

*For areas outside of the UK, cohort splits or additional country/regions/states/territories or requirements will incur an additional marketing cost of £5,000 per split cohort/region/state/country.

HIRE MID-LEVEL ROLES

HIRING

Our external hiring for **mid-level roles** have 16-weeks training with our Mid-Level Accelerator covering technical skills, technical professional skills and innovation and inclusive design, or 12-weeks training for ThreatOps or AI Systems and Agentic Intelligence specialism Tech Accelerator courses.

HIRE MID-LEVEL TALENT	SAPPHIRE	EMERALD	OPAL	RUBY	GOLD	SILVER	BRONZE
Price per mid-level hire	£9,250	£9,350	£9,800	£10,300	£10,850	£11,420	£12,000
Number of hires	40	30	20	15	10	6	4
Mid-Level Accelerator or Tech Accelerator Subscription Price Starting From:	£370,000	£280,500	£196,000	£154,500	£108,500	£68,500	£48,000



OPTIONAL ONGOING TECHNICAL COACHING

- 1-2-1 coaching sessions
- £800 per candidate/month
- Minimum 6-months
- 12 month discount available

Prices from:

40 places

£192,000

30 places

£144,000

15 places

£72,000

10 places

£48,000

6 places

£28,800

4 places

£19,200

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RECRUIT TRAIN DEPLOY: MID-LEVEL

CONSULTANTS

Access our diverse talent pools of qualified mid-level tech talent.

MID-LEVEL PLACEMENTS	LENGTH OF CONTRACT	DAY RATE (FOR THE FIRST 12 MONTHS)	DAY RATE (AFTER 12 MONTHS)
Core skills consultant	12, 18 and 24 month contracts available	£450 per day	£475 per day
Specialist skills consultant	12, 18 and 24 month contracts available	£500 per day	£525 per day



PRICING INCLUSIONS:

- Candidate matching with our CFGdegree graduates
- Tech coach support (dedicated coach for consultants)
- 100% coverage across HR, payroll & insurance
- 24+ months contracts available upon special request
- FREE to transition to permanent employment

*For areas outside of the UK, cohort splits or additional country/regions/states/territories or requirements will incur an additional marketing cost of £5,000 per split cohort/region/state/country.



Employee Insights

The impact of investing in employee training

87%

are deploying skills within two weeks (post-course)

83%

retention rate intention
(indicated they will stay 2+ years)

218%

uplift in economic
opportunity per employee

Our community insights

41%

have been given the
opportunity to upskill in
the workplace

70%

rank upskilling and reskilling as the
best way to support employees in
tech & promote retention

80%

state that upskilling programmes
would make them more likely to
stay at a company long term

References: 2023 IT Skills and Salary Report by Global Knowledge, Korn Ferry's The Global Talent Crunch report, LinkedIn's 2021 Workplace Learning Report, Harvard Business Review, LinkedIn Learning Report, Association for Talent Development (ATD) report, The Business Impact of Employee Learning.

TRANSFORMING 130+ ORGANISATIONS

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EMPLOYEE TRAINING SOLUTIONS

Using our agile and industry-led curriculum to create immediate impact



ESSENTIAL TECH SKILLS FOR ALL EMPLOYEES

Upskill employees with essential action-focused low/no code tech skills



BUILD FOUNDATIONAL SKILLS IN TECH

Introduction Kickstarter Classes to build foundational skills in tech.



RESKILL AND REDEPLOY INTO TECH ROLES

Reskill and redeploy employees into core & specialist entry-level tech roles.



UPSKILL AND RETAIN TECH EMPLOYEES

Upskill and retain existing tech talent with our Tech Accelerator programmes.

EMPLOYEE SKILLS AND ROLE MAPPING

Using our agile and industry-led curriculum to create immediate impact

TECH ADJACENT

A low/no-code solution for tech-adjacent employees.

- Essentials skills in AI, Data or Cyber Resilience (4-weeks training)

Example Business Functions:

- IT Field Engineer
- Low code Analyst
- Service Desk
- Supply Chain
- Customer Experience
- Knowledge Managers
- Business Partner
- Operations
- Administrators
- Project Managers
- Marketing/Sales

RESKILL & REDEPLOY

Reskill employees and redeploy into technology roles.

- 16 - 20-weeks of training based on the role type

Example Roles:

- Software Engineer
- DevOps & Cloud
- Data Engineer
- Data Scientist
- AI/ML Engineer
- Cyber Security
- Ethical Hacker

UPSKILL TECHNOLOGISTS

Upskill and progress existing tech talent inside the business.

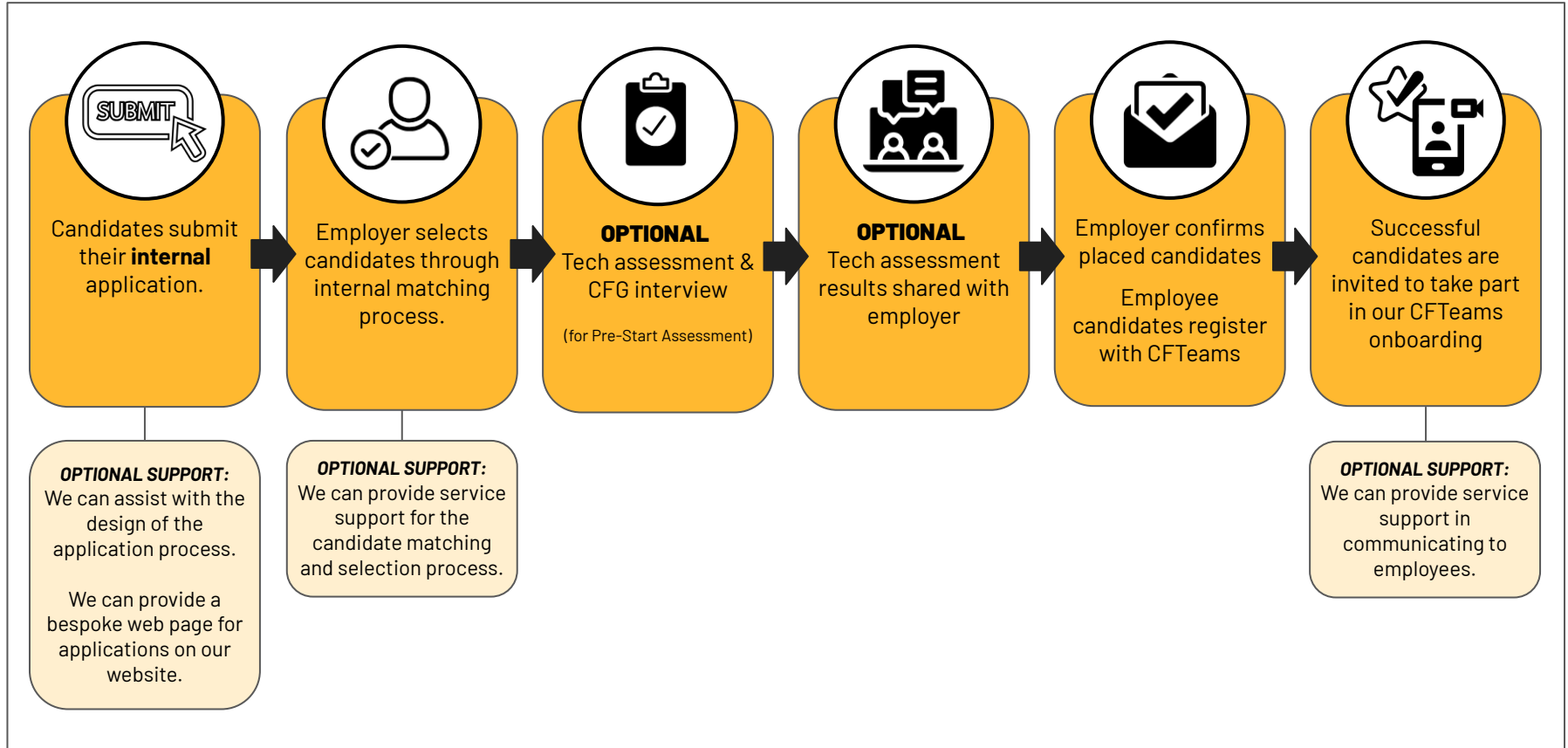
- 12- to 16-weeks of training based on the role type

Example Roles/Functions:

- Mid-Level Software Engineer
- Mid-Level Data Engineer
- Automation Test Engineer
- Cyber Security
- Vulnerability Researcher
- ThreatOps
- Agentic AI Engineer
- Agentic Systems Architect

CANDIDATE SELECTION

Our internal teams application support process

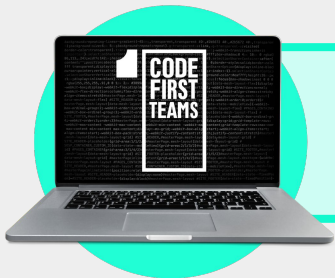


LOW CODE/NO CODE EMPLOYEE ESSENTIALS

EMPLOYEES

A four-week course to upskill all employees in essential data, cyber security or AI skills. Bespoke timings available with a minimum of 20 employees.

ESSENTIAL SKILLS	SAPPHIRE	EMERALD	RUBY	GOLD	SILVER	BRONZE
Price per employee	£2,200	£2,230	£2,255	£2,265	£2,470	£2,780
Number of employees	500+	100 - 499	80 - 99	60 - 79	40 - 59	20 - 39



COURSE INCLUSIONS

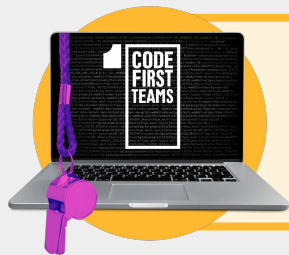
- Content provided and hosted by Code First Teams
- Blended learning format
- Certificate upon successful completion

RESKILL & REDEPLOY INTO TECH ROLES

EMPLOYEES

Our internal reskilling for **core tech roles** have 16-weeks training with our CFGdegree in either Software or Data Engineering, Full-Stack, Data Science or Product Management. Our **specialist tech roles** have an additional 4-weeks in a specialisation in either: DevOps & Cloud, AI/ML, Cyber Security, Data for Business and Vulnerability Research[^]. Bespoke timings available with a minimum of 15 employees.

EMPLOYEE RESKILLING	SAPPHIRE	EMERALD	RUBY	GOLD	SILVER	BRONZE
Price per core role	£5,600	£5,990	£6,490	£6,985	£7,420	£8,125
Price per specialist role	£7,140	£7,640	£8,275	£8,910	£9,465	£10,360
Number of employees	40	30	15	10	6	4
Internal class training credits	80	60	30	20	12	8
Price Starting From:	£224,000	£179,700	£97,350	£69,850	£44,520	£32,500



OPTIONAL ONGOING TECHNICAL COACHING

- 1-2-1 coaching sessions
- £600 per candidate/month
- Minimum 6-months
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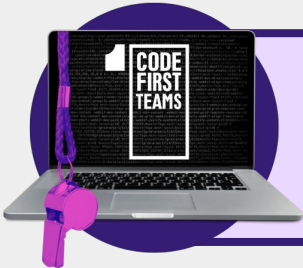
£14,400

UPSKILL TECH TEAMS: TECH ACCELERATOR

EMPLOYEES

Our internal upskilling for tech teams have 16-weeks training with our Mid-Level Accelerator: Engineers and Testers or with our 12-week ThreatOps or AI Systems and Agentic Intelligence courses. Bespoke timings available with a minimum of 15 employees.

EMPLOYEE UPSKILLING	SAPPHIRE	EMERALD	OPAL	RUBY	GOLD	SILVER	BRONZE
Price per place	£6,475	£6,545	£6,860	£7,210	£7,595	£7,995	£8,400
Number of employees	40	30	20	15	10	6	4
Mid-Level Accelerator or Tech Accelerator Subscription Price Starting From:	£259,000	£196,350	£137,200	£108,150	£75,950	£47,970	£33,600



OPTIONAL ONGOING TECHNICAL COACHING

- 1-2-1 coaching sessions
- £800 per candidate/month
- Minimum 6-months
- 12 month discount available

Prices from:	40 places	30 places	15 places	10 places	6 places	4 places
	£192,000	£144,000	£72,000	£48,000	£28,800	£19,200