3 YEARS
OF ENABLING TURKISH YOUTH
TO REALIZE THEIR POTENTIAL IN TECH
AND HAVE A BETTER FUTURE.
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Who We Are

“*We’re called upon to be architects of the future; not its victims...*”
- Buckminster Fuller

Kodluyoruz is a nonprofit, working to make Turkey a talent hub by creating pathways for driven young people seeking careers in technology sector.

**Our vision**

Our vision is to make Turkey a worldwide talent hub in the technology sector, empowering the next generation of young professionals to thrive in the Industry 4.0 era and dream of a better future.

**Our mission**

- **Boost youth employability and fight unemployment** by creating and democratizing quality up and re-skilling opportunities for youth to help them thrive in a changing world, regardless of background, gender, disability, or social class.
- **Bridge the skills gap in tech** by engaging stakeholders in our programs and providing pathways from education to high value employment.
- **Drive Turkey's digital transformation** by serving as a knowledge transfer center and leading impact-oriented initiatives among private sector, CSOs, universities and government institutions.
A huge potential

Turkey has one of the youngest populations in its region: 13 million young people ages 18-24.

But, millions are unemployed or stuck in jobs which prevent them from realizing their potential.

High youth unemployment

Turkey also has the highest ratio of youth not in employment, education or training among OECD countries: One in every three young person.

Computer Science graduates are the 10th most unemployed graduate group (SASAM).

High skills gap

Businesses also have a problem - there just isn't enough tech talent to match the growing demand: 61% of the employers in ICT sector name ‘the lack of skills in applicants’ among the top challenges they face.

Only 17% of developers are women.

While changing lives, new technologies will create new, high value jobs: AI is projected to create 2.3 million related jobs by 2020.

I'm a Computer Science student.

Although I love this field and enjoyed it,

I feel like I'm stuck between my education and the needs of tech sector.

I don't have any chance to make my dreams come through.

A.S.

We need to invest in up-skilling the youth now and help them realize their potential!
Kodluyoruz at a Glance

1. **KODLUYORUZ ACADEMY BOOTCAMPS**
   - We upskill unemployed / underemployed youth in free-of-charge bootcamps that equip them with the most-needed developer skills

2. **ALUMNI CLUB**
   - Our graduates become life-long members of the Alumni Club, a peer-based learning and growth network

3. **KODLUYORUZ JUNIOR**
   - We prepare younger generations for new skills economy and the 21st century
Kodluyoruz Academy Bootcamps

1. **OPEN APPLICATION PHASE**
   - On average 300 applications for each bootcamp

2. **SELECTION**
   - 12% acceptance rate (~30 students per bootcamp)

   - **Step 1**: Answers in the application form
   - **Step 2**: Coding / Algorithm test
   - **Step 3**: Interview

3. **BASED ON 5 CRITERIA**
   - Employment status (unemployed are prioritized)
   - Drive, motivation and grit
   - Socioeconomic need for a free bootcamp
   - Community involvement
   - Prioritizing women and people with disabilities

4. **BOOTCAMPS**
   - 3-4 month free-of-charge bootcamps in the areas with highest skills gap
   - 72 – 90 hours of programming training on cutting-edge, emerging fields and sectors with serious talent shortage
   - The best programmers in the sector are the trainers. They provide mentorship for soft skills and employability development
   - Community development and psychosocial support through Alumni Club activities
   - Graduation Demo Days and officially joining the Alumni Club

5. **SUPPORT FOR JOB PLACEMENT**
Impact of Kodluyoruz Academy Bootcamps

6,469 applications screened
837 youth trained in bootcamps (12% acceptance rate)
604 graduated (72% graduation rate)

33 bootcamps
- Web development (.NET, Java, React, Django)
- Mobile development (React Native, iOS, Kotlin)
- Data Science / Machine Learning (Python)
- Mobile development (Kotlin)
- Basics (Git, Big Data, Virtual Reality)
- Mobile development (Android)
- Basics (HTML, Wordpress)

2,098 Hours of training
- 1,553 hours in 2019
- 324 hours in 2018
- 221 hours in 2017
Impact of Kodluyoruz Academy Bootcamps

The employment rate at the end of the bootcamp

- UNEMPLOYED YOUTH (30% of students)
  - Full-time employed: 22%
  - Part-time employed / intern: 8%
  - Freelancer: 6%
  - Promotion / Transition into a tech job: 53%
  - No change:

- DISADV. YOUTH STUDYING THE LAST YEAR AT UNIVERSITY (24% of students)
  - Full-time employed: 13%
  - Part-time employed / intern: 22%
  - Freelancer: 17%
  - Promotion / Transition into a tech job: 43%
  - No change:

- DISADV. YOUTH WHO WILL GRADUATE IN 1+ YEARS (28% of students)
  - Full-time employed: 3%
  - Part-time employed / intern: 27%
  - Freelancer: 6%
  - Promotion / Transition into a tech job: 14%
  - No change:

- UNDEREMPLOYED YOUTH (18% of students)
  - Full-time employed: 6%
  - Part-time employed / intern: 17%
  - Freelancer: 8%
  - Promotion / Transition into a tech job: 24%
  - No change:

The employment rate within 3-month post-bootcamp

- UNEMPLOYED YOUTH (30% of students)
  - Full-time employed: 53%
  - Part-time employed / intern: 8%
  - Freelancer: 6%
  - Promotion / Transition into a tech job: 53%
  - No change:

- DISADV. YOUTH STUDYING THE LAST YEAR AT UNIVERSITY (24% of students)
  - Full-time employed: 43%
  - Part-time employed / intern: 17%
  - Freelancer: 8%
  - Promotion / Transition into a tech job: 43%
  - No change:

- DISADV. YOUTH WHO WILL GRADUATE IN 1+ YEARS (28% of students)
  - Full-time employed: 14%
  - Part-time employed / intern: 17%
  - Freelancer: 6%
  - Promotion / Transition into a tech job: 14%
  - No change:

- UNDEREMPLOYED YOUTH (18% of students)
  - Full-time employed: 24%
  - Part-time employed / intern: 8%
  - Freelancer: 24%
  - Promotion / Transition into a tech job: 24%
  - No change:

Some companies where our graduates work at

- Garanti Technology
- Doğuş Technology
- Akbank
- Adesso
- Turkcell
- Innova
- Enqura
- Mobilium
- IAS Yazılım
- Swazerlab
- Proente
- Nuevo Softwarehouse
- iThinka
- Aykatech
- Şanlıurfa Municipality
- İzibiz
- Demirören Technology
- Marmara Univ. Bigdata Lab
- Torbala.com
- Dreams and Bytes
- Pax Türkiye
- B2F Consultancy
- Idea Technology
- Farmazon
- Şanlı Atlass Akademi
- Ford Otosan
- Nish Yazılım
- Zack-ai
- Veripark
- TEB
- ASAM
- Sermaye Piyasası Kurulu
- Shopi
- D1-Tech
- İzibiz
- Demirören Technology
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- Torbala.com
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- Zack-ai
- Veripark
- TEB
- ASAM
- Sermaye Piyasası Kurulu
- Shopi
- D1-Tech

CLevel

AB Plus Bilişim A.Ş.

Blesh

TEB

Keydata
1 Impact of Kodluyoruz Academy Bootcamps

45% women developers

Geographic expansion
İstanbul, Bursa, Ankara, Şanlıurfa, Gaziantep, Nevşehir, Aksaray, Kırıkkale, Niğde, Kırşehir

Students from 72 universities...

...and 43 departments

Computer Engineering
Electrical - Electronics Engineering
Management Information Systems
Software Engineering
Mathematics
Statistics
Mathematics Engineering
Mechatronic Engineering
Computer and Instructional Technologies
Industrial Engineering
Civil Engineering
Information Systems Engineering
Economics
Physics
Geomatic Engineering
Business
Political Science and Public Administration
OTHER
I am Şeyma, a 25-year-old Computer Engineer. I live with my family and two brothers in Bursa. I studied in Bursa and then moved to Ankara for college. During the last year of my studies, I could find a Systems Support job at a hosting company; but had to quit the job in six months. I have been unemployed for 8 months now; but nowadays I am hopefully about to land in my dream job at a great organization thanks to Kodluyoruz.

Kodluyoruz means a lot to me. I met with them at a time when I quit my job, when my motivation and self-esteem was very low and when I decided not to work at a place that does not value my efforts. Also, it is impossible to find such an opportunity in Bursa. I have prepared for the test and interview at my best and Kodluyoruz recognized my efforts.

First, I have to tell about our trainer. When Kodluyoruz invited me to become a Community Leader in Bursa, I shared the exciting news with him first. Afterwards, I helped Kodluyoruz select students by interviewing candidates. I am now a part of a team that values its students so much.

Thanks to the bootcamp, I can now create a web application from scratch. I learned how to work on an object oriented language. After the bootcamp, I have started my job application at an organization that I define as ‘heart of the science’ and I am really excited. During my interview processes, I have proudly talked about my Kodluyoruz experience. I was accepted to a free bootcamp that is offered at very expensive prices out there, and I completed it successfully. I feel very lucky for this.

I would do anything for Kodluyoruz. Our goal is to reach people who cannot have such an education by their own means. I want to tell them about my own struggles and guide them to the best extent possible. Kodluyoruz introduced me to such people and I want to touch their lives, because touched mine.

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I am Elif, a Computer Engineer graduated from Kocaeli University. I now work at Enqura Information Systems with which Kodluyoruz introduced me during the bootcamp graduation day.

I learned about Kodluyoruz thanks to my friend’s suggestion. I actually was not aware of such a bootcamp, but when I learned more about Kodluyoruz, I immediately decided that I had to be in this bootcamp because of my interest in Python and Machine Learning. Then when I met with our trainer, my decision that I should not miss this opportunity was strengthened.

The bootcamp lasted for 3 months and I learned more than I could have imagined of. One of the most important value-add was learning from the real-life experiences of our trainer. Another very important value it has for me is the bond between the students. We supported each other and helped anyone who struggles. In one week from the bootcamp graduation, I have started my job at Enqura that I wanted to work at so much. I’d like to thank Kodluyoruz for guiding me and helping me taking the first step for my career :)

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ŞEYMA AKYOL
Bursa
.NET Core Bootcamp Graduate
Kodluyoruz Bursa Community Leader

ELİF NUR KAHRAMAN
İstanbul
Python and Machine Learning Bootcamp Graduate
YILDIZ DAMCI GÖZSÜZ
Bursa
.NET Core Bootcamp Graduate

I am Yildiz. I was born in 1991 in Giresun and completed my education there. Then moved to Kıbrıs to study at Doğu Akdeniz University Computer Engineering with scholarships. I was graduated in 2015 but could not look for jobs since then for some personal reasons. During these past 4 years of unemployment, my belief in starting a developer job has diminished. It was such a down time in which I met with Kodluyoruz. After the .NET Core bootcamp, I could find a job as a .NET Developer in Bursa.

This is my first job. Kodluyoruz bootcamp has guided me in this transition period. The content it provided is exactly what the companies ask for from an experienced Computer Engineer.

Apart from the technical aspects, the bootcamp gave us a vision. Kodluyoruz team especially supports women developers to have strong careers in tech. It provided motivation to all women.

Thanks to this bootcamp, I now can be employed. I want to thank all Kodluyoruz team for this opportunity.

GÜVEN ALTUNSOY
İstanbul
Python and Django for Web Development Bootcamp Graduate

Hello, I am Güven. I am 24 and am about to graduate from Kocaeli University Computer Engineering department. Because of life conditions, I have been working at many different jobs since I was 8 years old to continue my education. First I finished Computer Programming department at Kirklareli University but then transitioned into Engineering by being successful in an exam. My dream has been to become a computer engineer since I was a child. Right now I believe I achieved this to some extent although there is still a long way to go :)

Kodluyoruz bootcamp has been very valuable for my dreams. It answered many questions in my mind – both technical questions and questions related to work life. Thanks to this bootcamp, now I can envision a career with different options.

First of all, I learned about how to work as a freelancer. I was even offered several freelance jobs. It made me realize that I can achieve many things even if I am alone and I can make a difference. Similarly, it taught me about the critical dynamics in a team environment and how I can understand and apply a new information.

The biggest impact of the bootcamp on me was learning how to learn. In this way, I am now able to learn much more quickly. Also, learning about important communication skills for teamwork has been another important gain for me.
I am Meltem, I was born in Sakarya/Adapazarı in 1995. After the 1999 earthquake, my family had to leave the city and move to a village, Karakamış. I studied in this village and then left to study at Sakarya University Information Systems Engineering. I finished the school with an honor degree and now I continue my Master's degree. At the same time, started to work at a company as a data scientist after 1 month from Kodluyoruz bootcamp start date. I applied my bootcamp learnings during the work and it provided me with a great speed. I have realized how the bootcamp content serves the real work life.

When I first accepted for the Kodluyoruz bootcamp, I was anxious because I had to travel from Sakarya to Istanbul every weekend. I was questioning if the bootcamp was worth it. But then the quality exceeded my expectations. I met with many different people who had the same dreams as me. Every Sunday, I woke up at 5 AM, took metro, then Marmaray and then another metro to arrive at the bootcamp on time. This can explain my motivation and respect to this bootcamp, I guess.

Thanks to this training, I could overcome my fear towards artificial intelligence (AI), deep learning and machine learning. These subjects are difficult to learn by one person alone, but the bootcamp teaches them step by step. So, it increased my motivation to work in the AI field. We learned what the companies will expect from us. Another important change it made in us was overcoming our fear.

Kodluyoruz team has left a mark in my life beyond training. I will continue my career with the ethical values they taught us.

I am Bilal, I was born in Aleppo in 1994. I was graduated from high school in 2011 and then started studying at the Physics department at Aleppo University in 2012. But because our country was not safe anymore, I stopped studying and left Syria with my family. Syria – Turkey border was safe, we lived in a camp for 2 years.

In 2014, we left the camp and I have worked in textile industry for 4 years.

In spite of all these changes in my life, I decided to continue studying. In 2018, I started studying at Agricultural Engineering Harran University. Also, I even started taking courses on Law from the distance education program of Anadolu University. In 2019, I saw an advertisement on the school’s website about the Kodluyoruz bootcamp. It was a big opportunity for me.

I joined the ASP .NET bootcamp. It was my first programming experience and I learned a lot. Kodluyoruz has tried to reveal our potential and it succeeded. It showed us that creativity is infinite, there is always a chance. After the bootcamp, I decided to improve myself on programming further and maybe even transition into the Computer Engineering department. Now I build on what I learned in the bootcamp through online videos.

I feel lucky for having this chance. My dreams are coming true. I want to thank Kodluyoruz for not letting our dreams to die.
Ümit is a recently graduated Geomatic Engineer. Souhaib has left school after moving from Syria to Turkey and now works as a freelancer.

They formed a team after the Python and Django for Web Development bootcamp to join the Techstar Startup Weekend Competition. Their project became the Global Third Place Winner!
Alumni Club

- A lifelong learning community for our graduates
- Bringing youth together to find solutions to their own problems and to support each other’s professional development and soft skills
- Sector talks, networking events, hackathons and workshops fully organized by the graduates themselves
- Started in September 2017 by the first cohort of graduates

Community partners

Some examples of what we do in Alumni Club:

AI for the Future
with Microsoft, UiPath, Evreka
@Ankara METU CoZone

Talent Showcase
with StartersHub
@Istanbul StartersHub

Community Picnic
led by our graduates
@Bursa
Impact of Alumni Club

21 Alumni Club events
(Only in 2019)
In 4 cities (Istanbul, Ankara, Bursa, Şanlıurfa)

1,035 participants
Events are open for all youth

Weekly KodluyoruzLab blog posts
Our bootcamp graduates publish a blog post every week to share their learnings with everyone

400 readers view each post
Read ratio: 55%

+11% increase
in teamwork skills by the end of bootcamps
(as measured by the comparison of pre-post test self-rating)

-9% decrease
in negative stereotypes towards women developers by the end of bootcamps
(as measured by the comparison of pre-post test self-rating)

RECEP CAN
Ankara, Python for Machine Learning Bootcamp Graduate & Community Leader

Friendship, vision and culture I had in Kodluyoruz have been such a different experience for me. No stereotypes, no ego, no alienation in this community. These are replaced with learning, sharing and giving without expecting anything. Having Kodluyoruz in my life is a unique chance and I am proud of being a part of it.

BAŞAK ŞANLI
İstanbul, React Native Bootcamp Graduate & Community Leader

Kodluyoruz provides everything to improve its students. It creates a strong network where volunteer developers come together to support each other. I am very happy for being a part of this social initiative and learning here every day.
We need to prepare the next generations for the future of work. We partner with amazing organizations to help all children, especially girls and disadvantaged children, have access to computer science in schools.

**Signature project:** Makers of Tomorrow with BSH

We built the first Makers Lab in a factory campus in Turkey with BSH. The Lab trains 1,000+ public school students and teachers every year on coding and computer science to prepare them for a better future.

Our training includes:
- Coding classes with Scratch, Arduino, Makey Makey, mBot
- Maker workshops
- Robotics
- 3D printing

www.gelecegikodlayanlar.org

**Other projects we do for next generations:**

**Intro to AI at Vocational Schools**
12-hour introduction to artificial intelligence training at vocational schools to demystify AI

*Supported by the EmPower Foundation*

**Equals Code**
Coding, robotics education, and gender equality training in public schools in Istanbul

*In partnership with Genc Hayat Vakfı, Supported by the EmPower Foundation*

**Coding for children**
Providing coding and computational thinking skills for children, especially girls, and teachers

*Programs conducted with Refugees Association, Otokar, Türk Eğitim Vakfı*
Our class didn’t know much about AI when we started this training. Here, we learned many things. Thanks to this workshop, I decided to improve myself on AI and maybe even work in this field in the future.

- A student from Maçka Vocational School

Çerkezköy Halit Narin Vocational School is one of the schools attending our BSH Maker Lab training. The school was so inspired by their learnings that it received an award from TUBITAK to become the first school in Tekirdağ to organize a ‘Science Fair’. The school has trained hundreds of other students and teachers during this fair through Arduino, Sumo Roboto, Scratch and Drone workshops.
What They Say About Us

Selected among the top three most promising social startups in Europe – only one from Turkey!

Serves at the Advisory Committee of the Solutions for Youth Employment as the only organization from Turkey

“Meet 3 young leaders tackling youth unemployment”

Winner of the Ibrahim Bodur Social Entrepreneurship Award in the Collaboration Category, by Ashoka and Kale Group

“Six amazing projects offering solutions to social issues in Turkey”

“Kodluyoruz: A social enterprise improving coding literacy and youth employment in tech”
Gülcan Yayla
MBA and MSW at Washington University, METU Industrial Engineering, Strategic Planning at Eczacıbaşı, Malala Fund and World Bank work experience in Washington, D.C., Advisor at the Solutions for Youth Employment @World Bank

Emre Şarbak
Co-founder of an AI startup in Boston, VP of Technology and Analytics at LaunchCode, McKinsey Consultant, Robert College

Aykut İbrişim
VP of Marketing @InfoplusCommerce, Digital Marketing Mngr. at Akbank and Ford of Turkey, Co-Founder Podiolab, Podcaster, SfarSounds StLouis City Leader

Onur Ünver
Assistant Director of College Counseling at Robert College, Computer Programming Teacher at Robert College, BA University of Richmond, MA Istanbul Sehir University

Mustafa Can Kiranlı
Harvard and Koç University, Project Management and Sales Director at Ovidos Creative, Strategic Planning and Finance at Eczacıbaşı Holding

Birce Özsivri
Mechanical Engineering at Boston University, work experience at Reckitt Benckiser and her own company, mentorship at FRC, Robert College

Fuat Tosun

Ecem Çolak

Furkan Tolga Yüce

Altan Şar

Gizem Aşıcı

Bahar Zurnacı
AI Advisory Board

Arkadaş Özakın
Machine Learning Researcher and Practitioner
San Francisco Bay Area

Aydin Akyol
Principle (IT Architecture, AI, Blockchain)
Garanti BBVA

çağrı Hakan Zaman
Research Lead
MIT Virtual Experience Design Lab

Çetin Meriçli
Robotician,
Co-founder & CEO
Locomation.ai

Ece Kamar
Senior Researcher at the Adaptive Systems and Interaction Group
Microsoft Research Redmond

Ekin Doğuş Çubuk
Research Scientist
Google Brain

Emrah Budur
Principal Software Engineer & Researcher
Garanti Technology

Fatih Mehmet Güler
Founder
PragmaCraft

Fırat Barış Kavlak
Founder Partner
Kavlak Law Firm

Mustafa İspir
Staff Software Engineer
Google Brain, TensorFlow

Tekin Meriçli
Co-founder, CTO
Locomation.ai

Tolga Kurtoğlu
CEO
PARC XEROX
### Financials

#### 2019 income

- **296,015 USD**
- Earned revenue (40%)
- EU grant (16%)
- Microsoft grant (21%)
- Other grant (17%)
- Donations from individuals (5%)
- Other (1%)

#### 2019 expenses

- **185,045 USD**
- Bootcamps and Alumni Club Operations (45%)
- Kodluyoruz Junior Programme (13%)
- G&A expense (18%)
- Communications expense (23%)
- Tax (1%)
- Other (1%)