

# 2024

## CODEGIRLS® IMPACT REPORT

PUBLISHED FEB - 2025



A project by



in partnership with



& WomenInTechPK

# Table Of Contents

Executive Summary	03
People Behind CodeGirls   Driving Impact and Inclusion	04-05
Key Achievements	06
Program Overview	07-11
Graduating Cohorts in 2024	12-14
New Tracks Offered in 2024	15-17
Impact Metrics	18-21
ROI Analysis	22
Success Stories & Testimonials	23-26
Alumni Feedback and Survey	27-28
Partnerships and Collaborations	29
Recent Happenings	30-31
Get Involved with CodeGirls	32
Donate Now!	32
CodeGirls Team	33

# Executive Summary

*CodeGirls is a community-funded Coding and Business Skills boot camp run by ConsulNet Corporation with its partners, United Global Initiative and WomenInTechPK. The program offers free coding boot camps, workshops, and mentorship to help women break into the tech industry, fostering a supportive environment for learning and professional growth.*



*CodeGirls aims to address the gender gap in technology by providing women with the tools to build successful careers in technology. The initiative also emphasizes personal and professional development, helping women gain confidence and create a more inclusive tech ecosystem in Pakistan.*

*Our alumni network now encompasses **910+ trained young women**, having completed **1400+ total trainings**. This year, we have attained an **84.4% retention rate** and an over **70% placement rate** for the participants who graduated from CodeGirls by October 2024.*



# People Behind CodeGirls

## Driving Impact and Inclusion

Together the founders are dedicated to fostering a future where women are central to the technology and business ecosystems. By utilizing their skills to drive innovation, economic growth, and social change in Pakistan and beyond, the founders aim to close gender and economic gaps in technology. Through world-class education in coding, technology, and business, CodeGirls seeks to empower women to achieve financial independence and thrive in tech-driven careers.



### Shamim Rajani

**Founder** CodeGirls  
COO Genetech Solutions  
Co-Founder ConsulNet Corporation

 [in/shamimrajani](https://www.linkedin.com/in/shamimrajani)



### Faiza Yousuf

**Co-founder** - CodeGirls  
Co-founder and CTO -  
CaterpillHERs and KOI  
Founder - WomenInTechPK

 [in/faizayousuf](https://www.linkedin.com/in/faizayousuf)



### Hasnain Walji

**Co-founder** - CodeGirls  
Executive Director - United  
Global Initiative

 [in/hasnain-walji-ph-d-1618944](https://www.linkedin.com/in/hasnain-walji-ph-d-1618944)

## Advisory Board Members



### Mr. Barkan Saeed

CEO Vizteck Solutions (a  
member of the Prime Minister's  
Task Force on IT & Telecom)

 [in/barkansaeed/](https://www.linkedin.com/in/barkansaeed/)



### Mr. Bilal Mahmood

MD Contour Software  
(a subsidiary of Constellation  
Software Inc [TSX:CSU])

 [in/bilal-mahmood-41728713/](https://www.linkedin.com/in/bilal-mahmood-41728713/)



### Dr. Saleha Raza

Program Director & Associate  
Professor of Computer Science  
at Habib University

 [in/saleha-raza-8a41864/](https://www.linkedin.com/in/saleha-raza-8a41864/)

# Advisory Board Members

The **CodeGirls Advisory Board**, established in December 2024, provides strategic direction to ensure programs align with industry trends and participant needs. It actively mobilizes resources through partnerships, sponsorships, and grants while maintaining a cutting-edge, market-relevant curriculum informed by employer feedback and global advancements. Focused on job placements, mentorship, and career development, the Board collaborates with employers and freelance platforms to connect graduates with opportunities that transcend geographic boundaries.

## Our Manifesto

In addition to program development, the team amplifies advocacy efforts at local, national, and international forums, influencing policies that promote gender inclusion in the tech industry. It also strives to enhance impact measurement processes to continuously improve outcomes.

Guided by the principles of equity, innovation, and sustainability, the CodeGirls Team is committed to creating a self-sustaining ecosystem that empowers women to transform societies through technology and business. Together, we are shaping a world where women are equal participants and leaders in the global tech landscape.

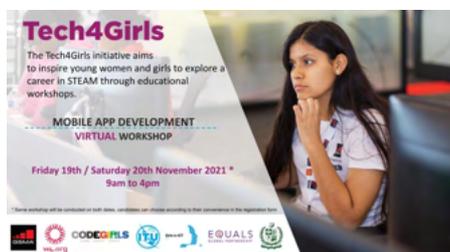


# Key Achievements

CodeGirls has successfully trained over **900 girls** across Karachi, Skardu, and Cape Town, achieving an impressive ROI of over **18 times**. This journey has not only transformed the lives of these bootcamp graduates but has also fostered trust and collaboration with more than **110** national and international organizations. By doing so, CodeGirls has effectively bridged the gap between industry, academia, and the workforce.

The program structure of CodeGirls has been recognized as a blueprint for **Pakistan Software Export Board's (PSEB)** Techlift program. Furthermore, in recognition of its outstanding contributions, CodeGirls was honored with the **National ICT Award** in the CSR category in 2023.

Beyond its bootcamps and placement efforts, CodeGirls has consistently worked to create continued professional development opportunities for women in tech. Some key milestones include:



Organizing nationwide digital upskilling workshops in collaboration with the Ministry of IT and Telecommunication in 2021.



Hosting TechFest in 2022, where participants from over 10 top universities competed alongside CodeGirls graduates.



Providing one-on-one mentorship from esteemed industry professionals at the CodeGirls 5-Year Convention.

# Program Overview

## Structure and Phases

### Phase 1

## Introduction to Web Development

**Total 128 hours**



### Eligibility Criteria

- Applicants must be 18+ years old (induction policy changed post-COVID to include only adults).
- Must pass an analytical skills written test.
- Must pass a basic digital literacy test.
- Undergo a thorough interview to assess:
  - Commitment and motivation.
  - Capacity to complete the course.
  - Alignment of career goals with the program's objectives.

### Phase Breakdown

#### Tech Classes - 108 hours

- HTML, CSS, JavaScript, JQuery, Bootstrap with a final project and viva.

### Core Skills Workshops

#### 20 hours (Each Workshop is 4 Hours)

- Work Readiness
- Financial Literacy
- Freelancing Skills

- HR Laws and Workplace Safety
- Entrepreneurial Skills

### Next Steps

- Graduates can go for a track in Phase 2 and/or internships.

# Program Overview

## Structure and Phases

Phase 2

## Advance Tech Tracks

**Total 84 hours**



### Eligibility Criteria

- Candidate must have successfully graduated from Phase 1 or demonstrate frontend development skills and fundamental concepts of programming in a technical test.
- Candidate must be 18+

### Phase Breakdown

**Any of the Tech Tracks - 72 hours**

- Python
- Typescript
- Flutter
- Microsoft Dynamics Power Platform
- Salesforce
- MERN
- PHP
- WordPress
- Advance UI/UX Design
- Software Quality Assurance
- Cyber Security
- Coding Career Accelerator

### Core Skills Workshops

**12 hours**

- Software Development Processes 3 hrs.
- Design Thinking 3 hrs.
- Business Communication Skills 2 hrs.
- Freelancing Skills 2 hrs.
- Internet Safety 2 hrs.

### Next Steps

- Paid internships/jobs
- Select another track and re-enroll in Phase 2
- Enroll in Phase 3

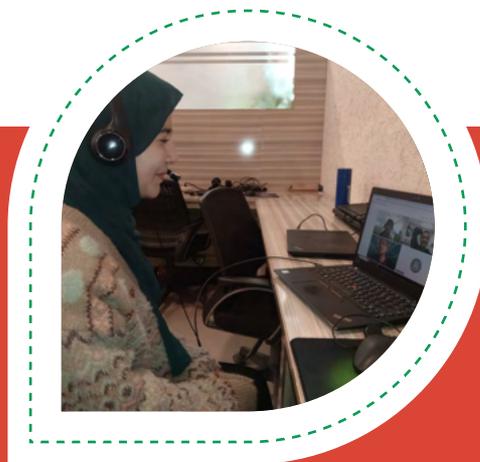
# Program Overview

## Structure and Phases

### Phase 3

## Freelance 101: Establishing your freelancing career

50 hours



### Eligibility Criteria

- Candidate must have successfully graduated from Phase 1 and Phase 2.
- Candidate must have over 2 years of work experience in the tech industry.
- There are limited seats, and applications are accepted based on the level of technical skills and work experience.

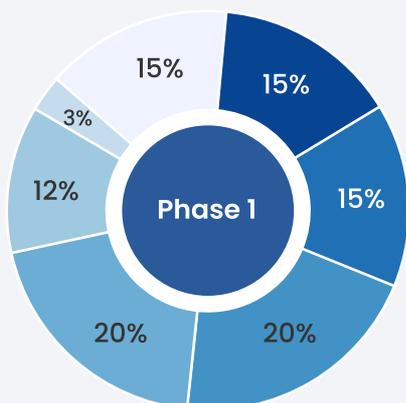
### Phase Breakdown

50 hours

- Skills Assessment and Niche Identification
- Creating Work Samples and Portfolio
- Cover letters, Proposals, and Rate Card
- Building Upwork Profile
- Building Upwork Portfolio & Projects
- Building Fiverr Profile
- Freelancing on Fiverr (Pricing methods, strategies, and payment solutions)
- Payments Taxation, and Business SOPS
- Interviewing and Negotiation Skills
- Productivity and Business Ethics
- Building a Sales Funnel and using social media for business
- Remote Work and Intercultural Competence

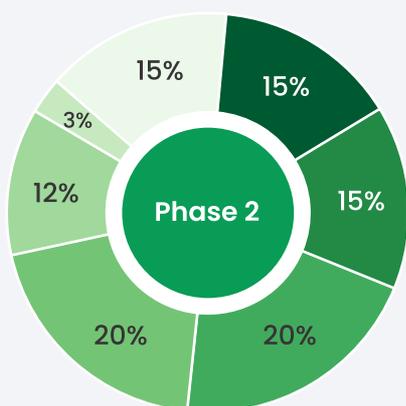
# Performance Criteria

The below assessment criteria apply to all current and upcoming cohorts.



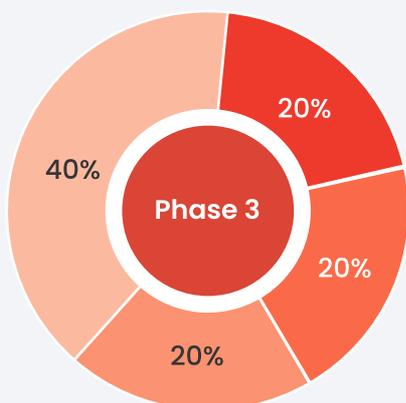
## Phase 1

■ Assignment 1 and Class Projects	<b>15%</b>
■ Assignment 2 and Class Projects	<b>15%</b>
■ Final Viva - JavaScript	<b>20%</b>
■ Final Project - JavaScript	<b>20%</b>
■ Attendance	<b>12%</b>
■ Core skills Workshops Attendance	<b>3%</b>
■ Weekly Assignments	<b>15%</b>



## Phase 2

■ Assignment 1 and Class Projects	<b>15%</b>
■ Assignment 2 and Class Projects	<b>15%</b>
■ Final Project	<b>20%</b>
■ Final Viva	<b>20%</b>
■ Attendance	<b>12%</b>
■ Core skills Workshops Attendance	<b>3%</b>
■ Weekly Assignments	<b>15%</b>



## Phase 3

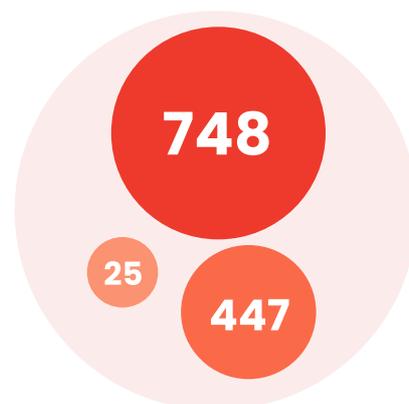
■ Attendance	<b>20%</b>
■ Class Participation	<b>20%</b>
■ Deliverables	<b>20%</b>
■ Final Evaluation of Freelancing Profiles	<b>40%</b>

# Cohort Information

(June 2018 - Dec 2024)

## Cohorts Completed in Karachi

- Phase 1 - 15 Cohorts **748** Graduates
- Phase 2 - 12 Cohorts **447** Graduates
- Phase 3 - 2 Cohorts **25** Graduates



## Special Tracks:



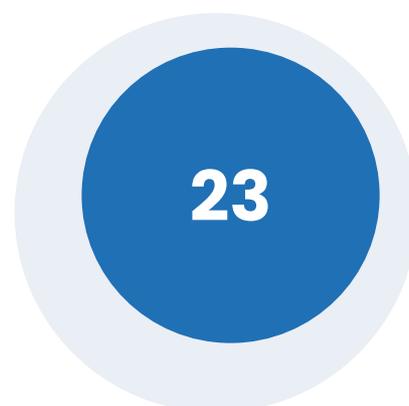
## Cohorts Completed in Skardu

- Phase 1 - 4 Cohorts **129** Graduates
- Phase 2 - (WP completed in cohort 3 other sections in progress in cohort 4) **12** Graduates



## Cohorts Completed in Cape Town

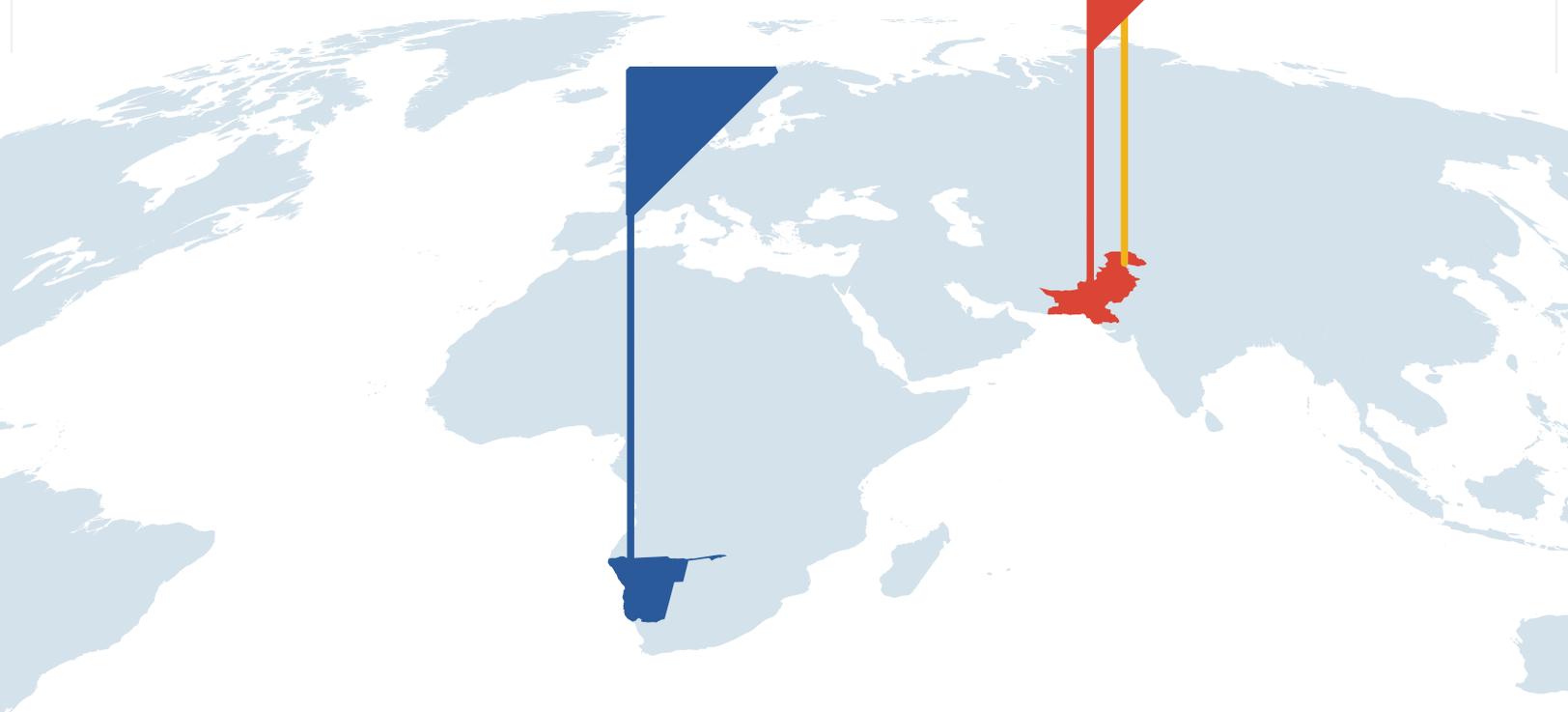
- Phase 1: 2 Cohorts **23** Graduates



# Graduating Cohorts in 2024

# 356

Students were Enrolled in 2024



213

Karachi

100

Skardu

43

Cape Town

Out of these, **106** are still in training (**33** at Skardu and **73** at Karachi).

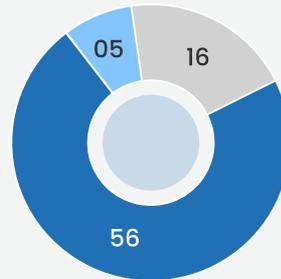
For the rest of the **250 participants**, training has concluded, and the breakdown is mentioned on the following pages.

# Graduating Cohorts in 2024

## Phase 1: Cohorts 14 and 15 (Karachi)

77

Enrolled participants

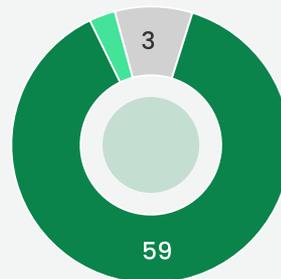


- **56** Graduating  
(91.8% of total retained)
- **16** Dropouts
- **05** Unsuccessful

## Phase 2: Cohorts 11 and 12 (Karachi)

63

Enrolled participants

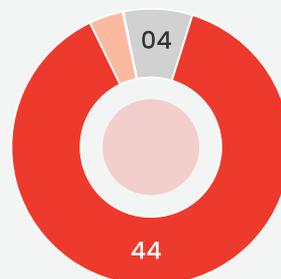


- **59** Graduating  
(98% of total retained, this includes UI/UX, MERN, SQA, and CCA programs.)
- **03** Dropouts
- **01** Unsuccessful

## Phase 1: Cohorts 3 and 4 (Skardu)

50

Enrolled participants



- **44** Graduating  
(95.65% of total retained)
- **04** Dropouts
- **02** Unsuccessful

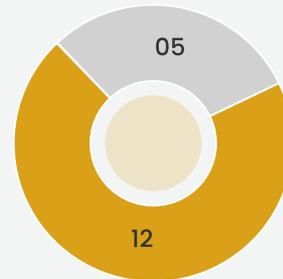
# Graduating Cohorts in 2024

## Phase 2: Cohort 1 WP\* (Skardu)

17

Enrolled participants

\*Remaining Sections of Phase 2 (PHP and Financial and Accounting Tools are in progress)

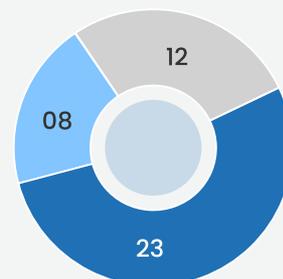


- **12** Graduating  
(100% of total retained)
- **05** Dropouts
- **00** Unsuccessful

## Phase 1: Cohorts 1 and 2 (Cape Town – South Africa)

43

Enrolled participants



- **23** Graduating  
(74.19% of total retained)
- **12** Dropouts
- **08** Unsuccessful

# New Tracks Offered in 2024

## CodeGrit – Entrepreneurship Training In Collaboration

This track was introduced for the entrepreneurial training of the CodeGirls' alumnae looking to venture into small-scale tech businesses. IBACED had aligned relevant experts from the industry for each individual module.

**Total 50 hours | 30 Graduates**

**IBA CED**  
Center for Entrepreneurial Development

### ● Program Structure

Includes training on Entrepreneurial mindset, design thinking and innovation, idea generation and tech product development, business models and lean methodology, technology transformation and e-commerce, growth hacking and digital marketing, market analysis and storytelling, personal branding and entrepreneurial marketing, entrepreneurial sales and perfect pitching, IP and legal issues for small businesses, supply chain, operations, and project management, accounting, finance, and revenue strategies, fundraising and investment readiness, and company formation and taxation.

### ● Eligibility Criteria

- Intermediate or above
- Age 21-45 years
- A degree/certification/work experience in a tech/engineering discipline will be a plus.

### ● Ideal for

**Women in Tech:** Professionals, enthusiasts, or students in the technology sector seeking to enhance their entrepreneurial skills.

**Aspiring Entrepreneurs:** Women with a passion & technology-based skill set who desire to start their entrepreneurial journey.

### ● Program Type

- Onsite at the IBA City Campus, Garden, Kayani Shaheed Road, Karachi.

### ● Collaboration with

- IBACED

# New Tracks Offered in 2024

## Cyber Security Foundation

This course has been launched in partnership with SecureBeans. It is now offered as one of the tracks in Phase 2

**Total 72 Hours** | **10 Currently Enrolled**



### ● Program Structure

- Introduction to Networking
- Introduction to Information and Cybersecurity
- Recognize different types of cyber threats and vulnerabilities
- Understand essential cybersecurity tools and practices
- Importance of VAPT and VAPT tools practice
- Practical of Vulnerability Assessment & Penetration Testing (VAPT)

### ● Eligibility Criteria

- Participants must be students of or have a Bachelor's or DAE in Computer Science or related field.

### ● Program Type

- Onsite

### ● Collaboration with

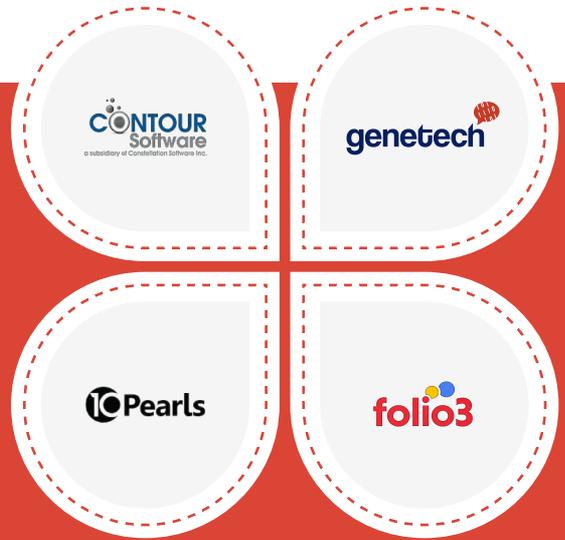
- SecureBeans

# New Tracks Offered in 2024

## Coding Career Accelerator (CCA)

This track is meant to improve the program's conversion by helping CodeGirls alumnae ace the interviewing process for their early-career engineering jobs. It is now one of the tracks offered in Phase 2.

**Total 50 Hours | 10 Graduates**



### ● Program Structure

Creating your resume/CV, writing a cover letter or email, building a personalized preparation plan, solving database, data structure, and algorithm challenges using HackerRank, writing advanced SQL queries, tackling coding challenges on LeetCode, setting up a GitHub portfolio, contributing to open-source projects, enhancing communication, critical thinking, and interpersonal skills, practicing whiteboard coding interviews, answering technical, coding, HR, and salary-related questions, and participating in mock technical tests and interviews.

### ● Eligibility Criteria

- Candidates must have at least 1 advanced stack skills
- They should be actively seeking engineering/QA work opportunities and plan to work in the tech ecosystem for the next 3-5 years
- The induction process involves filling out an Expression of Interest form and an interview
- Participants have to commit to the next 12 Modules and must show commitment by working on the assignments and actively getting into the job search/interviewing process.

### ● Program Type

- Onsite

### ● Track Completion Criteria

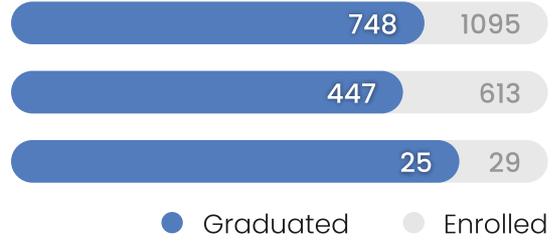
- Completed resume/CV and cover letter/email
- All deliverables submitted
- Passing the coding challenge
- Active portfolio on GitHub
- 100% attendance
- Passing the mock interview

# Impact Metrics

## Participant Retention and Graduation: (2018 – 2023)

### Karachi Campus (2018-2024)

- Phase 1: Cohort 1 till Cohort 15
- Phase 2: Cohort 1 to Cohort 12
- Phase 3: Cohort 1 till Cohort 2



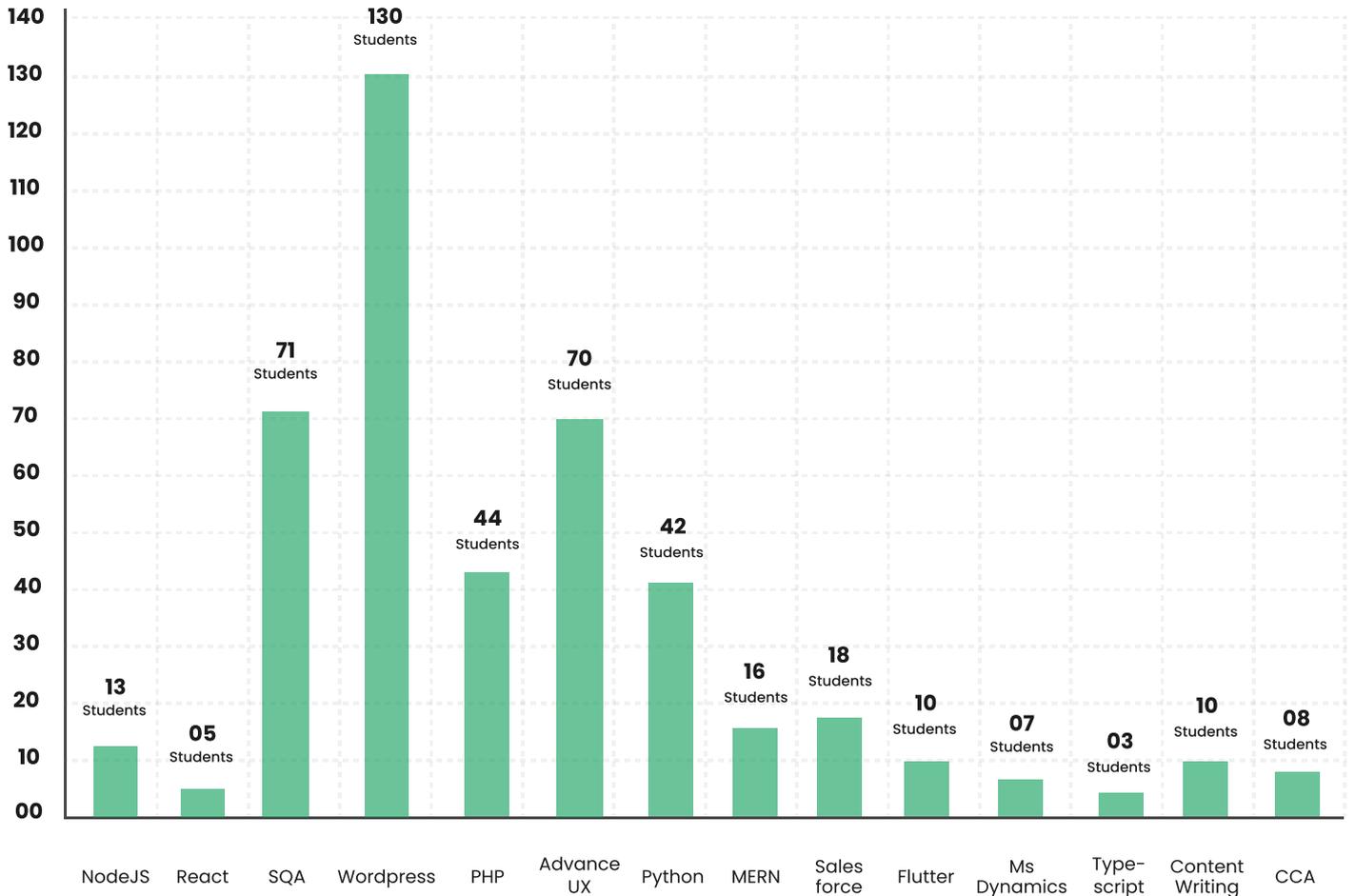
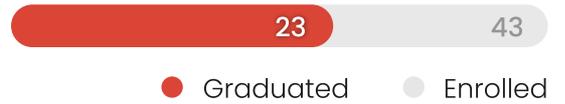
### Skardu Campus

- Phase 1: Cohort 1 - 3 (2023-2024)



### South Africa (Cape Town) Campus

- Phase 1: Cohort 1 - 32 (2024)



# Participant Demographics



## Age Ranges

Minimum	:	<b>18 Years</b>
Maximum	:	<b>50 Years</b>
Average	:	<b>25.5 Years</b>



## Level of Education

Intermediate / A-Level	:	<b>47.85%</b>
Under Intermediate	:	<b>13.46%</b>
Graduate/ Bachelors	:	<b>26.56%</b>
Post Graduate/ Masters	:	<b>05.04%</b>
Others (Diploma Holders)	:	<b>07.07%</b>



## Marital Status

Single	:	<b>76.69%</b>
Married	:	<b>23.31%</b>



## Monthly Family Income

The average Monthly Household income is

**82,408.92 PKR**



**Alumni were not employed before joining CodeGirls**

**63.89%**



**Alumni who got a job after training from CodeGirls, believe that their training played a key role in securing employment.**

**91%**

# Placement Statistics

70%

of our graduates who are interested in working at the moment have a job

# Placement Statistics



## Monthly Income

Average Monthly Income of Program Participants Currently Employed

**47,000+**



## Duration

Average Duration that Our Alumni Have Been Working

**14+ months**



## Hired As

Hired As (Most Common Roles)



Full Stack Developers



Data Scientists



Software Engineers



UI/UX Designers



WordPress Developer



Front End Developers



SQA Engineers



Data Analysts



Tech Fellows



Program Associates



Customer Success Professionals



Virtual Assistants

# ROI Analysis

The sponsorship amount for the **year 2024** was **175 USD** per participant.

**ROI = salaries/investment per participant**

**18.08x**

**70%+**  
**Placement Ratio**

**7088.59 USD**

Average earnings in USD per participant (5-year)

On average, we have invested

**392 USD**

on a participant before she secures a placement

# Success Stories

## Alumni Achievements

From 2025 we will be proudly publishing the success stories of CodeGirls' graduates on our website. The project is called **Voices of CodeGirls**. Please visit the "Voices of CodeGirls" webpage to find out about the amazing journeys of:



### Roohi Ali Kamdi

SAP BI Consultant at  
DataGraders, Karachi

[https://codegirls.consulnet.net/  
voice-of-codegirls-detail/roohi-  
ali-kamdi](https://codegirls.consulnet.net/voice-of-codegirls-detail/roohi-ali-kamdi)



### Zainab Asif

Backend Developer Trainer at  
HyperNova and CodeGirls  
Karachi

[https://codegirls.consulnet.net/  
voice-of-codegirls-detail/zainab-  
asif](https://codegirls.consulnet.net/voice-of-codegirls-detail/zainab-asif)



### Sara Ibrahim

CEO of Dream Stream Tech  
Skardu

[https://codegirls.consulnet.net/  
voice-of-codegirls-detail/sara-  
ibrahim](https://codegirls.consulnet.net/voice-of-codegirls-detail/sara-ibrahim)



### Elsa Zehra

Associate UI Developer at  
Genetech Solutions Karachi

[https://codegirls.consulnet.net/  
voice-of-codegirls-detail/elsa-  
zehra](https://codegirls.consulnet.net/voice-of-codegirls-detail/elsa-zehra)

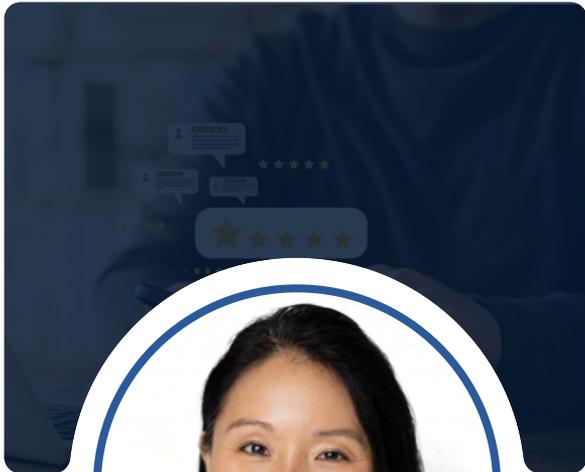


### Dua Zehra

Associate Software Developer  
at Genetech Solutions,  
Australia

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voice-of-codegirls-detail/zainab-  
asif](https://codegirls.consulnet.net/voice-of-codegirls-detail/zainab-asif)

## Testimonials



### Lindsay Hua

Afiniti is partnering with CodeGirls to offer internships for CodeGirls graduates. **Lindsay Hua**, the Technology & Diversity Executive at Afiniti, has expressed her thoughts about the program and for the students of CodeGirls

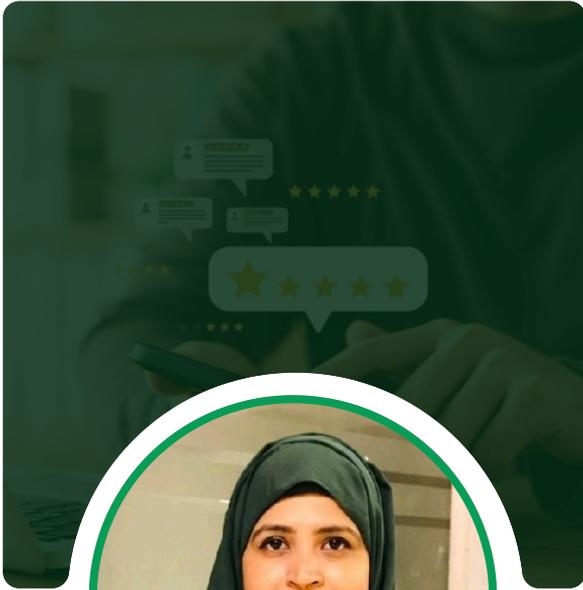
”

*“CodeGirls has done incredible work in upskilling women in tech, and we are so proud to collaborate with them in this important journey.*

*This partnership is a significant step forward in giving talented women the real-world opportunities they deserve to apply the skills that they've learned. Together, we aim to bridge the gap between education and professional experience, and we're eager to welcome the bright minds of CodeGirls into Afiniti.*

*Inshallah, this is just the start of a long and fruitful collaboration. Together, we will continue to empower women, build a stronger tech community, and create a more inclusive future for everyone. Shukriya, and we look forward to great things ahead.”*

## Testimonials



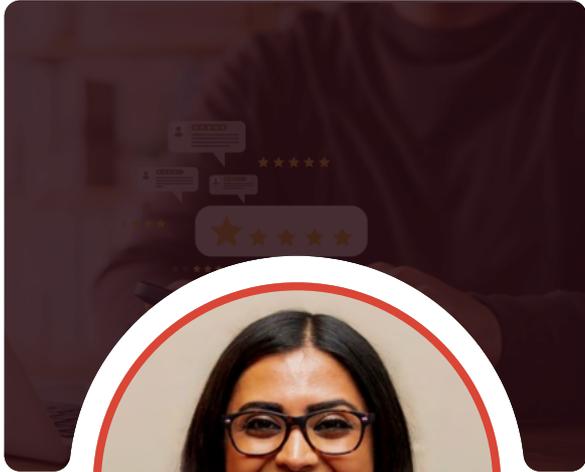
### Shumaila Nasir

Contour Software has been a valued partner and steadfast supporter of CodeGirls. Several professionals from Contour have contributed to CodeGirls in various capacities. Recently, **Shumaila Nasir**, a seasoned Product Delivery Manager, with over a decade of experience at Contour Software, shared her insights about CodeGirls during their company podcast

”

*"I've always felt a strong urge to contribute and give back to society—it's just part of who I am. Joining the boot camp and becoming part of CodeGirls amplified this passion. One experience that truly stayed with me was a workshop conducted with girls from Skardu. Despite facing significant infrastructure and internet challenges, their determination and eagerness to learn were remarkable. I even mentioned to Shamim that these girls are like treasures hidden in the mountains, waiting to shine. They just need the right opportunities and platforms to showcase their potential and grow."*

## Testimonials



### Fanila Sarwar

We had the opportunity to connect with Fanila Sarwar, the Risk Strategy Program Manager @ **Stripe** for the mentorship program that we ran this year. Fanila has shared her experience of working with CodeGirls.

”

*“As a mentor in the CodeGirls Mentorship Program, I've had an incredibly rewarding experience. The program provided me with a unique opportunity to connect with young women who share my background and are just beginning their journey in tech. It was deeply fulfilling to give back to the community and guide these aspiring technologists.*

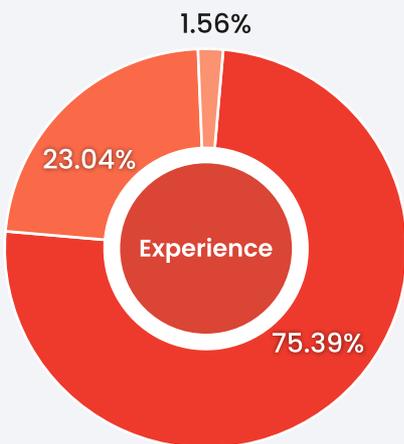
*What surprised me most was how much I learned from my mentees. Their fresh perspectives and enthusiasm not only reinvigorated my own passion for tech but also offered me new insights into the field. The mutual growth and learning that occurred throughout our mentorship relationship has been truly special.”*

# Alumni Feedback and Survey



## Reasons for Joining CodeGirls

<span style="color: #006400;">■</span> To add to my knowledge/skillset	<b>46.02%</b>
<span style="color: #008000;">■</span> To find a job in tech	<b>22.16%</b>
<span style="color: #009640;">■</span> To become a freelancer	<b>20.72%</b>
<span style="color: #00B050;">■</span> To see if I can learn to code	<b>8.43%</b>
<span style="color: #00C840;">■</span> To get a promotion or position change in my current job	<b>1.92%</b>
<span style="color: #00E030;">■</span> To find guidance and mentorship	<b>0.24%</b>
<span style="color: #00F020;">■</span> To be independent	<b>0.48%</b>



## Experience of Further Tracks Vs. Phase 1

<span style="color: #FF0000;">■</span> Consistently Improved	<b>75.39%</b>
<span style="color: #FF4500;">■</span> Remained Same	<b>23.04%</b>
<span style="color: #FF8C00;">■</span> Became Worse	<b>1.56%</b>



## Motivations for Continuing with Phase 2 and more Courses at CodeGirls After Phase 1:

35%

**Reported:** Enhancing knowledge, staying updated, freelancing, and job readiness.

15%

**Reported:** Financial independence they got after Phase 1 as the reason.

20%

**Reported:** Supportive mentors, quality trainers, and effective teaching methods.

## Other Feedback

98%

**Alumni Reported** that they Recommend CodeGirls to Others.

98%

79.73%

of Participants who got jobs after CodeGirls reported that they did not have employment before joining CodeGirls.

79.73%

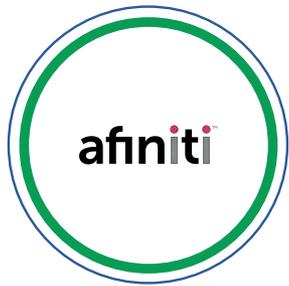
60%

Out of those who were already working, 60% reported that their pay increased due to improved skills after CodeGirls

60%

# Partnerships and Collaborations

## Recent MoUs



### Placement Partnership

Afiniti, a leader in customer experience (CX) artificial intelligence (AI), has joined hands with CodeGirls to provide paid internships for our graduates. This collaboration enhances our placement efforts while also helping us refine our training quality through Afiniti's valuable feedback on our graduates.



### Knowledge and Placement Partnership

SecureBeans, a leading information security consulting company, has joined hands with CodeGirls to provide expert trainers and a comprehensive knowledge bank for the Cyber Security Track. Additionally, they are offering hiring opportunities for our graduates who aspire to build a career in Cyber Security.



### Placement Partnership

Great Computer Solutions, a provider of Managed IT Services, has joined hands with CodeGirls to hire talent through our program. Their remote job openings give CodeGirls graduates the opportunity to collaborate with professionals from Pakistan and the USA, gaining hands-on experience and learning industry best practices.



### Knowledge Partnership

CaterpillHERs provides courses and training for women on STEM and Business skills. CodeGirls participants will pivot to CaterpillHERs' comprehensive Freelance Accelerator Program for Phase 3, in 2025. This is to ensure a high-quality learning experience in freelancing skills for our participants while streamlining our efforts for maximum impact.

# Recent Happenings



## 1. Sponsored Internships for CodeGirls Graduates

Internships are essential for tech boot camp graduates as they provide opportunities to apply newly acquired skills and gain exposure to the professional work environment. These hands-on experiences not only enhance a graduate's understanding of their field but also serve as critical differentiators when employers evaluate candidates with similar qualifications. Including internships on a resume highlights practical expertise and readiness to tackle real-world challenges, making candidates more competitive in the job market. Moreover, many promising interns often transition to full-time roles within the same organizations.

In October 2024, CodeGirls launched an initiative to sponsor internship placements for its graduates in the tech industry. Each placement will span at least three months, and the goal is to match **45 graduates with partnering companies during the 2024–25 cycle.**

**So far, 10 graduates have secured sponsored internships under this program.**

To learn more about how the program works, email us at [info@consulnet.net](mailto:info@consulnet.net).

## 2. Mentorship Program

The CodeGirls Mentorship Program aimed to connect CodeGirls alumnae with global tech professionals for a semi-structured, 10-week mentorship. The pilot cohort, initiated in May 2024, featured two mentee-mentor pairs:



Mentor

**Fanila Sarwar**

(Risk Strategy Program Manager, Stripe)



Mentee

**Sani e Zehra**

AI Research Enthusiast, Software Engineer, Temenos at Xpert Digital



Mentor

**Vega Sood**

Software Development Engineer, Salesforce, QA, AWS



Mentee

**Yaseera Irfan**

Computer System Engineer, PHP Developer, Centric

**Additionally, two expert sessions were conducted to complement the mentorship experience:**



**Building Resilience for Success**

Expert: Sharmeen Chapp

 [www.linkedin.com/in/sharmeenchapp/](https://www.linkedin.com/in/sharmeenchapp/)



**Productivity Power Hour**

Expert: Awaisha Inayat

 [www.linkedin.com/in/awaishainayat/](https://www.linkedin.com/in/awaishainayat/)

# Get Involved with CodeGirls!

## — Become a sponsor!

- Sponsor a girl's education for Phase I/ Phase II (4 months), **175 USD**
  - Sponsor a girl's education for all three phases (12 months), **550 USD**
  - Sponsor a laptop for our top graduates, **650 USD**
- Connect us with potential participants and trainers for the program!
  - Hire from CodeGirls. Talk to us, and we will find the perfect match for you!
  - Reach out to understand how your organization can hire sponsored interns through us.
  - Help us find long-term projects for our graduates and create jobs!
  - Ask us about our Affiliate Program and help us connect with awesome partners!

## Donate Now!

*You can donate via direct bank transfer.*

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# CodeGirls Team



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in partnership with  & **WomenInTech**PK



**1** NO POVERTY



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**8** DECENT WORK & ECONOMIC GROWTH



**17** PARTNERSHIP FOR THE GOALS

*Working towards these United Nations Sustainable Development Goals (SDGs)*