

CODEGIRLS

LEARN . CREATE . LAUNCH

A project by **CONSULNET Corporation** in partnership with **UNITED GLOBAL INITIATIVE** & **WomenInTechPK**

Assessment Report for Cohort 1 & 2

July, 2018 – November, 2018



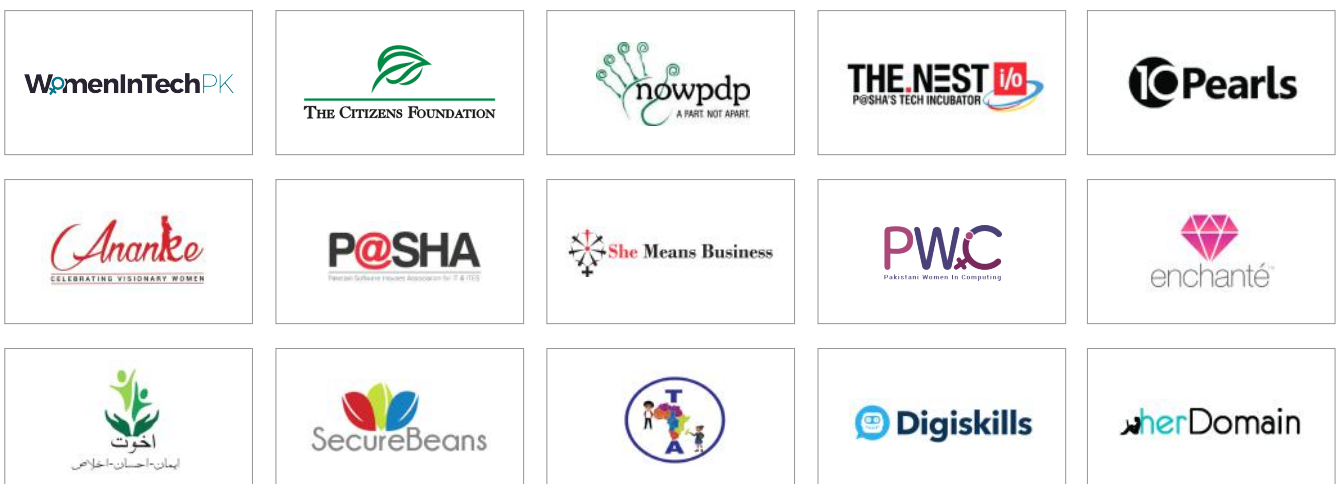
Executive Summary

CodeGirls is a fully-funded IT and Business skills boot camp run by ConsulNet Corporation with its partners United Global Initiative and WomenInTechPK. The program is aimed towards women empowerment and inclusion in the technology industry and has a specific target audience which includes girls/women between the age of 15 to 30 who are from middle to low income families and have no prior technology training. The goal is to give them access to professional training and environment so that they can start their career in technology which is an excellent equalizer, is lucrative, has more opportunities and comparatively friendlier work policies for women. Phase1 of this program consists of 101 hours of coding workshops, 24 hours of non-coding (business & soft skills) workshops and ends with a final project and viva to ensure that the graduating cohorts meet the set standard and can be moved to next phases of the program. Right now, CodeGirls is graduating its first two cohorts of Phase1 (120 participants), cohort 3 (120 participants) is in training and cohort 4 (120 participants) will start from February 2019 for which admissions are already closed.

This report aims to analyze the progress made so far and dives into the program structure along with participant performance and financial data, and concludes with the way forward.

Partners & Collaborators

- CodeGirls is a partnership between ConsulNet Corporation (a tech training company based in Pakistan), United Global Initiative (a non-profit based in US) and [WomenInTechPK](#) (a women-focused tech community based in Pakistan).
- CodeGirls has also collaborated with some women, education and community focused organization by asking them for participant nominations, which includes, [The Citizens Foundation](#), Sakina Homes, [NOWPDP](#), Hyderi Benevolent Trust, Government Polytechnic institute Liaquatabad, and Hunar Ghar Welfare Organization.
- For the orientation ceremonies of Cohort 1 & 2, [The Nest I/O](#) hosted the event and for Cohort 3, Lincoln Corner volunteered their venue. Similarly, for the graduation ceremony of cohort 1 & 2, [10Pearls](#) has volunteered their venue.
- For media and publishing, [Ananke](#) is the main collaborator.
- Now CodeGirls has a network of friends who are supporting the cause by resources and outreach, the list includes, [Pakistan Software House Association](#), [SheMeansBusiness by Facebook](#), [Pakistani Women in Computing](#), [Enchante](#), [Akhawat Foundation](#), [Secure Beans](#), [TAP Africa](#) and [DigitSkill by Ignite](#).
- For providing the graduating class of Phase1 with paid internship opportunities, CodeGirls has signed MoUs with [HerDomain](#), [Genetech Solutions](#) and [Tree House Consulting](#), but with time several other organizations are reaching out to setup interviews with the participants.



Participants (Walk-in & Nominations)

Following are some stats related to the graduating cohorts.

120
Participants

32
The Citizens Foundation
(26.66% of total participants from Cohort 1 & 2)

12
Sakina Homes
(10% of total participants from Cohort 1 & 2)

12
Government Polytechnic institute Liaquatabad
(10% of total participants from Cohort 1 & 2)

04
Sindh Madressatul Islam University
(3.33% of total participants from Cohort 1 & 2)

02
NOWPDP
(1.66% of total participants from Cohort 1 & 2)

58
Walk-ins
(48.33% of total participants from Cohort 1 & 2)

Participants

Participant Profile

Age

Minimum – 13 Years | Average – 18 Years | Maximum – 34 Years

Education

- Minimum – Middle (11 participants),
- Average – Intermediate (51 participants)
- Maximum – Post Graduate (2 participants)

Most participants belong to the following areas of Karachi

- Soldier bazar
- PE.C.H.S.
- Orangi Town
- Lines Area
- Malir

Less than

PKR, 25000/month

Average household income

13%

Percentage of participants who are already employed somewhere

30%

Percentage of participants who don't have access to computers at home

10%

Percentage of participants who are married

Curriculum and Structure

Following is the curriculum and structure for both Coding and Business Skills Workshops which were facilitated by the industry professionals.

- **Frontend Development:** Hands-on workshops on HTML5, CSS, JavaScript and JQuery with three class projects and weekly assignments. **101 Hours**
- **Entrepreneurial skills:** Workshop and discussion on learning entrepreneurial vision, understanding effectuation theory and creating business model canvas. **04 Hours**
- **Financial Literacy:** Introduction to basic bookkeeping, costing, budgeting and forecasting. **08 Hours**
- **Soft Skills:** Time management, effective communication, conflict resolution and leadership. **04 Hours**
- **Solopreneurial Skills:** Setting up a portfolio and polishing social media presence, writing proposals, tools for productivity and collaboration. **04 Hours**
- **Awareness session** on Workplace Harassment and HR Law. **04 Hours**
- Guest Speaking sessions from industry experts.
- DigiSkills awareness and enrollment session.
- SheMeansBusiness workshop on Online Marketing.
- Final Project and Viva.



Funds and Expenses

Cohort 1 and 2 were mainly funded by United Global Initiative along with some other patrons. Following is the list of patrons and other financial data. The initial estimated cost was 90 USD or 12000 PKR per participant for the Phase1 of boot camp.

Person	Organization/Personal	No of Participant
Hasnain Walji	United Global Initiative	96
Ashraf Kalim Ahmed	Personal	10
Sophia Ahmed	WomenInTechPK	3
Faisal Khan	Personal	2
JehanAra	Personal	1
Asra Nadeem	Personal	1
Zainab Hameed	Personal	1
Anum Farhan	Personal	5
Sadaf MKhan	Personal	1

Total Sponsorships Received: 1404000 PKR (10800 USD * 130 PKR)

Total Expenses (including, trainer's hourly compensation, facility, administrative staff, orientation & graduation ceremony, etc.): 1721000 PKR

Deficit: 317000 PKR (pitched in by ConsulNet Corporation)

The sponsorship cost for one student was revised for future cohorts and is now **120 USD** or **16000 PKR** per participant for all the Phases (1, 2 & 3) of CodeGirls.

Participants Performance

Participant performance was measured by the following criteria:

Weightage

21.25%

HTML Assignments &
Class Projects

Weightage

21.25%

CSS Assignments &
Class Projects

Weightage

21.25%

Final Project

Weightage

21.25%

Viva

Weightage

15.00%

Attendance

100.00%

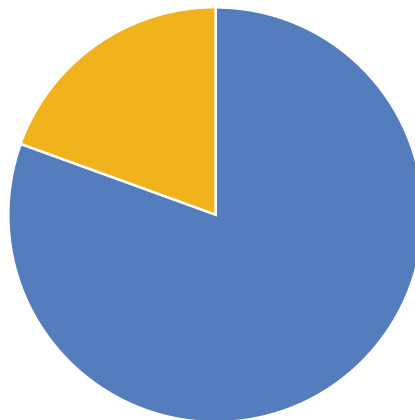
Total Weightage

50.00%

Minimum Weightage for Passing out

120

Enrolled Participants



81

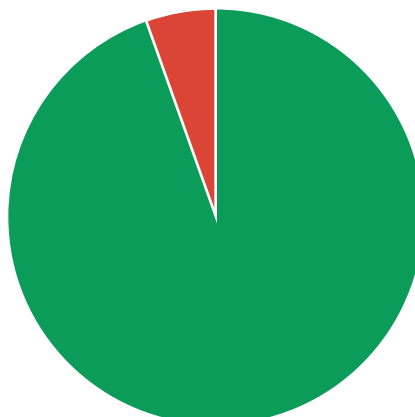
Retained Participants
(67.50% of total enrolled)

39

Drop outs

81

Out of Retained Participants



02

Unsuccessful Participants

79

Graduating Participants
(97.50% of total retained)



Top 10 Graduating Participants

01 Fizza Roohani

HTML	100.00
CSS	97.78
Final Project	95.72
Viva	100.00
Attendance	87
Weighted Total	96.61

02 Huda Mohsin

HTML	100.00
CSS	100.00
Final Project	83.16
Viva	96.73
Attendance	95
Weighted Total	95.02

03 Fasiha Mubeen

HTML	100.00
CSS	100.00
Final Project	63.37
Viva	90.91
Attendance	100
Weighted Total	90.28

04 Sakina Zehra

HTML	91.58
CSS	100.00
Final Project	88.77
Viva	78.55
Attendance	93
Weighted Total	90.26

05 Javeria Salam

HTML	100.00
CSS	100.00
Final Project	86.90
Viva	75.27
Attendance	89
Weighted Total	90.25

06 Kaneez Fatima

HTML	100.00
CSS	92.86
Final Project	83.16
Viva	72.73
Attendance	98
Weighted Total	88.75

07 Zahra Fatima

HTML	96.70
CSS	100.00
Final Project	77.54
Viva	72.73
Attendance	100
Weighted Total	88.73

08 Zain Fatima

HTML	93.48
CSS	87.10
Final Project	90.11
Viva	81.82
Attendance	88
Weighted Total	88.03

09 Kauser Fatima

HTML	94.74
CSS	66.32
Final Project	100.00
Viva	81.82
Attendance	100
Weighted Total	87.86

10 Diya Fatima

HTML	100.00
CSS	91.40
Final Project	80.75
Viva	75.27
Attendance	92
Weighted Total	87.57



Pre and Post Assessment Data

We collected pre and post assessment data to see how the program is impacting its participants, which included personal information, feedback and suggestions and how they are planning to use the skills they have gained from the program.

Following were the options and results:

48 participants

Relevant Employment

36 participants

Further Training/
Education

22 participants

Freelancing

14 participants

Passing on the
knowledge to others
in their circle

Feedback from Participants:

5/5

Average rating of
coding Workshops

5/5

Average rating of
Entrepreneurial Skills
Workshops

4/5

Average rating of
Financial Literacy
Workshops

4/5

Average rating of
Solopreneurial Skills
Workshops

5/5

Average rating of
Soft Skills Workshops

5/5

Average rating
of HR Law and
Harassments

In the Press

Featured by Ananke



Codegirls By Consulnet Launches Third Cohort

<https://anankemag.com/2018/07/06/codegirls/>

<https://anankemag.com/2018/11/09/codegirls-by-consulnet-launches-third-cohort/>

Featured by TechJuice



CodeGirls kicks off its Karachi boot camp to empower young women with IT & business skills

<https://www.techjuice.pk/codegirls-kicks-off-its-karachi-boot-camp/>

Featured by Madvertising



Codegirls Are Empowering Girls To Bloom In The It Industry

<http://www.madvertising.pk/codegirls-are-empowering-girls-to-bloom-in-the-it-industry/>

Featured by Noor Jehan Arif



CodeGirls – The Coding bootcamp that promises just so much more

<https://www.noorjehanarif.com/codegirls-coding-bootcamp/>



Challenges

Here are some of the challenges identified by the team of CodeGirls.

- Participants have faced problems with commuting to the facility due to distance, traffic and unpredictable city conditions.
- Around 30% of the participants don't have access to a computer and/or internet at their homes which makes it difficult for them to practice lessons at home.
- CodeGirls training facility has limited capacity (both space and infrastructure) for now and can train 120 participants only, every 4 months.
- Even though we have a prerequisite test which each participant needs to clear before enrolling in the program, some students found the lessons way challenging and required more time from the trainer.
- Some students dropped out during the program due to family permission issues, commute issues, school/college commitments and lack of interest in coding.



Way Forward

- Internship opportunities for graduating students are lined up.
- Top 10 students from the graduating cohorts received a brand new laptop with latest configuration, sponsored by United Global Initiative.
- Next Phases, Phase 2 & 3:
 - Graduated students from Phase1 will move to Phase2, which has 3 tracks, Advanced Programming, Software Quality Assurance, WordPress Development and Graphic Design. Students can pick either one and will go through 101 hours of tech training and 24 hours of non-tech training.
 - Successful participants from Phase2 will be moved to Phase3, which has 125 hours of freelancing training to make them financially independent and to create an income stream for their families.
- Working on creating a “Train The Trainer” program which will enable us to replicate this program to other locations (cities & countries).
- We will be building a new lab and will acquire more infrastructure to expand the program.
- Expand our outreach to local and international tech industry for both training and infrastructure sponsorship and internship opportunities for the future cohorts.

Contact Us

All of our kind sponsors will be featured on our website, twitter & Facebook. For more details, please write to



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