

2024



MAKERS



Impact Report & Goals for Improvement





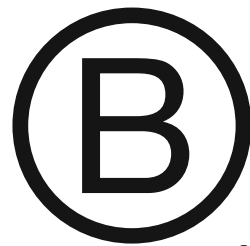
Message from our CEO

“Makers is now officially a B Corp! We are incredibly proud to be joining the thousands of organisations globally that have chosen an alternative to traditional shareholder capitalism. At Makers we have always been driven by our mission: to change the face of the tech industry by building inclusive routes into tech careers.

We are thrilled that our new Articles reflect this. Thank you to our wonderful team for all the work you have done to achieve this, delighted to see our score of 104.”

- Claudia Harris OBE

Certified



Corporation



Our Story

Who are Makers?

What we stand for

2023 highlights

B Corp Journey so far



Impact areas

Governance

Workers

Community

Customers

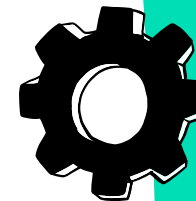
Environment



Industry

Top Student Stats

Case Studies

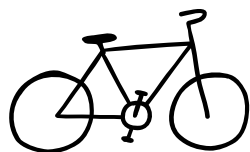


People

Intro

Our Team

Our Students



Planet

Our commitment

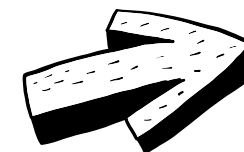
Operating sustainably

Carbon footprint



Looking forward

Future Goals



Our Story

What is the history behind Makers?

In 2012, Makers founders Evgeny Shadchnev and Rob Johnson met at Forward Labs and got talking about the problems people have learning to code.

Evgeny had trained as a software developer at Imperial College and as he was trying to build out his team he discovered a lack of qualified developers on the market. Rob had been through the an arduous process of teaching himself to program through a book on Objective C.

The vision they had was for Makers Academy to be an alternative to university and a vocational route into a job as a software developer.

In 2013 they founded Makers, becoming Europe's first coding bootcamp and for the last 10 years, the organisation has been turning their ambition for an alternative route into tech, into reality.

In 2018, Makers began offering apprenticeships revolutionising their delivery and becoming the first organisation to deliver front-loaded programmes where all training is delivered upfront in a 16 week bootcamp style.

In 2023 Makers expanded their course offering and now deliver courses in Software Development, DevOps, Cloud and Data Engineering.

Makers has trained over 3000 career changers and places them in tech roles at over 300 organisations.



What we stand for?

OUR VISION

Career joy in a representative tech industry.

OUR PURPOSE

To transform lives and organisations by bridging tech industry needs and under-discovered talent.

OUR 2024 MISSION

Be the brand of choice for aspiring devs and hiring employers.

5,000 exceptional, diverse Makers in great jobs.

Many routes, one outstanding experience.

OUR VALUES

1. Nurture a growth mindset

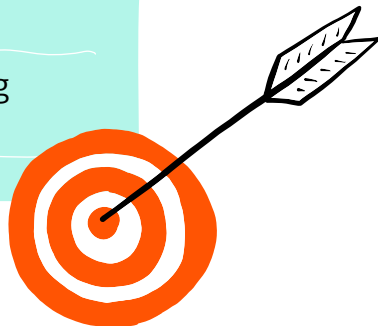
We value continuous learning, resilience, and adaptability. We believe that every challenge is an opportunity to develop and improve, fostering a culture that encourages innovation and personal development.

2. Trust over fear

Embrace “Trust over fear” as our guiding principle, where we prioritize transparency, open communication, and mutual respect. We believe that fostering an environment built on trust empowers our team and learners to collaborate, take risks, and innovate fearlessly.

3. Prioritise joy

We foster an uplifting and positive work environment that celebrates happiness, enthusiasm, and creativity. We believe that when joy is at the forefront, our teams and learners can achieve exceptional results while finding fulfillment and purpose in their work.



2023 highlights



WE LAUNCHED
**CLOUD
ENGINEERING**
IN JULY!

23
NEW EMPLOYERS
TO MAKERS

THE MAJORITY OF
OUR COURSE PLACES
WERE OFFERED FOR

FREE

(APPRENTICES, DFE,
SCHOLARSHIPS ETC)



7

NEW BRIDGE
TRAININGS



WE CONTINUED TO
ENGAGE WITH OUR
ALUMNI COMMUNITY

54

ACCELERATOR OR
APPRENTICESHIP
CONTRACTS STARTED



PASSED
OUR NCFE
RENEWED
AUDIT

4

IN PERSON
TEAM DAYS



**WE ACHIEVED
B CORP!**

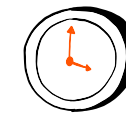
B Corp journey so far

A B Corp is a type of for-profit company that meets rigorous standards of social and environmental performance, accountability, and transparency.

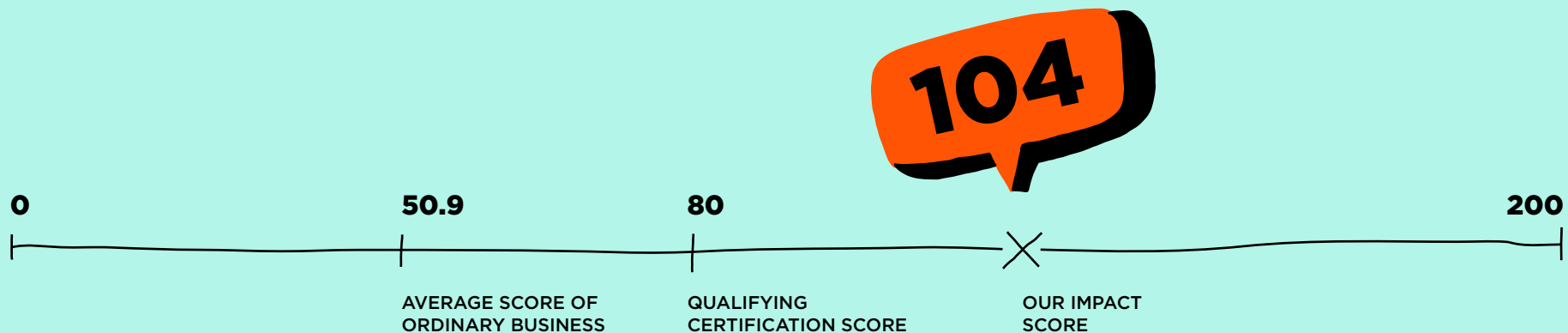
B Corps are certified by the nonprofit organization B Lab, which assesses companies based on a comprehensive evaluation of their impact on various stakeholders, including workers, customers, suppliers, the community, and the environment.

To achieve B Corp certification, a company must score a certain number of points on the B Impact Assessment, which measures performance in areas such as governance, workers, community, and environment. Additionally, B Corps must legally commit to balancing profit and purpose by considering the impact of their decisions on all stakeholders.

B Corps are part of a global movement that seeks to use business as a force for good, striving to make a positive impact on society and the planet while still achieving financial success.



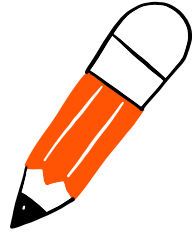
B CORPS HAVE TO RECERTIFY EVERY 3 YEARS, WE HOPE TO IMPROVE OUR SCORE EVEN MORE BY THE TIME WE NEED TO RECERTIFY IN 2026.



Impact areas



Governance



OUR MAIN ACHIEVEMENTS SO FAR:

Introduced a Supplier Code of Conduct to guide our stakeholders toward ethical and sustainable practices.

Published our B Corp Impact Report results for transparency and public accountability.

OUR MAIN AREAS TO WORK ON:

Ensure our Code of Conduct is circulated to new clients, employees, students and the Board to establish clear expectations and standards.

Distribute our anti-corruption and bribery policy to new employees to uphold ethical practices within the organization.

Our 2023 score:

14.9

Workers

OUR MAIN ACHIEVEMENTS SO FAR:

Experimenting with various work experience approaches as a pathway to offering internships.

Evaluated Makers' internal manager training, resources, and tools to support effective leadership.

Reviewed employee benefits to enhance wellbeing, including private health insurance, unlimited annual leave, and sabbatical policy, among other perks.

OUR MAIN AREAS TO WORK ON:

Design and implement a 360 feedback approach.

Begin offering internships.

Monitor our indoor air quality.

Continue to review and improve our employee benefits.

Review our employee handbook.

Secondary Caregiver Leave?

Policy for supporting breastfeeding mothers?

Our 2023 score:

27.9



Community

OUR MAIN ACHIEVEMENTS SO FAR:

We've reviewed our hiring practices, ensuring DEI commitment statements are present on all job applications.

At our most recent team days we have used local, female suppliers.

We have created a ready-to-use list of local suppliers and vendors for our office.

Utilising our #sustainable-makers slack channel for the team promote sustainable brands.

OUR MAIN AREAS TO WORK ON:

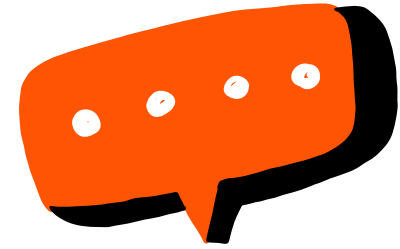
Work with more companies that are majority female owned or individuals from underrepresented populations.

Source from suppliers local to our office for onsite events to support the community.

Introduce volunteer days for staff to engage with local charities and community initiatives.

Organize charity drives and donations in the office to give back and support worthy causes.

Establish a process to analyze job description language to promote inclusive and unbiased recruitment.



Customers

OUR MAIN ACHIEVEMENTS SO FAR:

We are customer led, our student feedback directly impacts course development and structure.

40% of our students are women.

40% of our students are from underrepresented ethnic minority communities.

We continue to publicly share case-studies, testimonials and feedback from previous learners.

OUR MAIN AREAS TO WORK ON:

Increase % of learners that belong to an underrepresented or in-need population.

Increase the number of first aiders and fire wardens onsite.

Continue monitoring learner outcomes post-course and improve data analysis for better insights.



Environment

OUR MAIN ACHIEVEMENTS SO FAR:

Makers now prioritises sustainable, non-toxic products for our office.

For our snacks we prioritise B Corps, local and sustainable suppliers i.e. Alpro, Fuel, Lyons, Whole Earth etc.

Our Environmental and Sustainability policy now features an Environmentally Preferable Purchasing Policy (EPP) with a focus on working with preferred, eco-friendly suppliers.

OUR MAIN AREAS TO WORK ON:

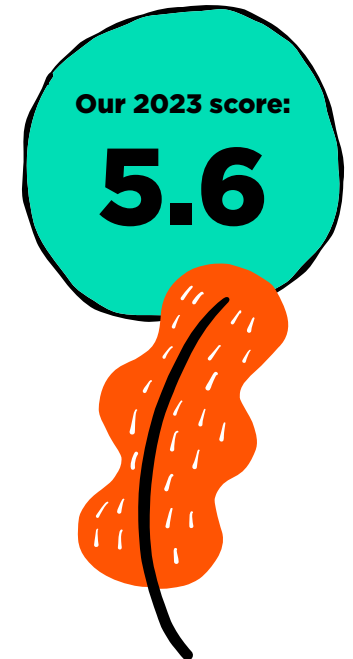
Track our energy and water consumption, as well as waste production in the office.

Limit our reliance on large corporations like Amazon in favor of more sustainable alternatives.

Begin monitoring our carbon footprint.

Establish clear, measurable targets for enhancing our environmental impact.

Explore switching to an energy provider that prioritizes renewable sources.



Industry

Top Student Stats

40% OF OUR
STUDENTS ARE
WOMEN

77
PEOPLE
HIRED


**WE LAUNCHED
CLOUD ENGINEERING
IN JULY!**

40% ARE FROM
UNDERREPRESENTED
**ETHNIC
MINORITY
COMMUNITIES**



96%

**OF FORMER APPRENTICES ARE
STILL IN EMPLOYMENT AFTER
LEAVING MAKERS**

132
APPRENTICE
STARTS

75%
OF APPRENTICES
RECEIVED GRADES
AT DISTINCTION OR
MERIT THIS YEAR



38
FULLY FUNDED
SCHOLARSHIPS
OFFERED

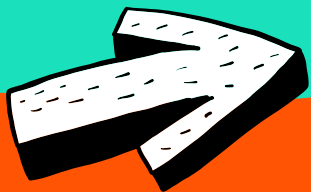


224

ACADEMY
STARTS

81%

OF FORMER
APPRENTICES
HAVE SINCE BEEN
PROMOTED



Graduate case studies from B Corp companies



LAUREN O'MARA

Senior Software Engineer
at *Spektrix*

Lauren loved working for Spektrix but was looking to get into the technical side of things, so when her workplace piloted Software Development Apprenticeships, she jumped at the chance.

Lauren tells us about her apprenticeship journey and how she's enjoying learning every day [here](#).



ED PACKARD

Backend Engineer
at *Kin + Carta*

Ed was a history lecturer. A chance conversation with my American in-laws alerted me to the presence of coding 'bootcamps' - I have always loved messing around with computers since I was a small child, and I thought this could be an interesting new direction for him.

"Makers Academy provided me with one of the most transformative and intense educational experiences of my life!"...

... find out why [here](#).

People



How we support our team

★★★★★
GLASSDOOR 4.3

| | | |
|--|---|---|
| Weekly Onsite Yoga & Daily Meditations: Hosted by our Wellbeing/Joy team for all staff and students. | Unlimited Annual & Wellness Leave: Providing the freedom to take time off when our team needs it. | Company-Wide Breaks: Encouraging everyone to recharge with a one-week summer break and a two-week winter break. |
| TOTUM Discount Cards: Our staff and students have access to exclusive discounts. | Private Healthcare Coverage: Provided through Vitality for peace of mind and wellbeing. | Learning & Development Budget: Our staff have access a £500 budget to invest in their professional growth. |
| Audible Subscription: Staff can immerse themselves in learning or leisure with an Audible subscription. | Quarterly Team Connection Budget: Team's have the budget to organize offsite socials every quarter, from bowling to dinners, escape rooms to mini golf—anything goes! | Dog-Friendly Office: Everyone can bring their furry friend to work and enjoy a pet-friendly environment. |

Our learners



“During my time at Makers I learned to work with many different people with different learning styles, and the ability to pick up new technical ideas quickly. These skills have been instrumental in my professional growth.”

Jake Pilikan now a Software Developer at Deloitte Digital

“At Makers they don’t just teach you how to code, they teach you how to teach yourself and that has been the biggest helping hand in my engineering career so far.”

Ellie Kelsh now an Infrastructure Engineer at Spotify

“The skills I gained at Makers have played a vital role in my professional development and greatly contributed to my success as an engineer.”

Josh Blumburg now a Backend Software Engineer at Monzo.

“Don’t be disheartened by fearing failure, instead learn from setbacks, stay curious and updated on new technologies, tools, and methodologies. Imposter syndrome is a common experience, believe in your potential and measure progress against yourself rather than seeking perfection.”

Deborah Piu now a Platform Engineer for Skyfii



Our team





Planet

Our commitment

**“MAKERS IS
COMMITTED TO
MINIMISING OUR
ENVIRONMENTAL
IMPACT THROUGH
CONSCIOUS
DECISION MAKING
IN ALL AREAS OF
THE BUSINESS.”**

During our journey to achieve B Corp certification, we uncovered numerous opportunities to enhance our environmental impact.

As a result, we revised our Environmental and Sustainability Policy to incorporate an Environmentally Preferable Purchasing Policy (EPP).

We're also exploring methods to measure our energy and water usage, as well as waste production. This year, we will research the most sustainable energy providers and aim to make the switch.

Operating Sustainably

Our office is a welcoming hub for students and staff, fostering an environment of growth and innovation. Prioritizing sustainable practices aligns seamlessly with this mission.

In 2023, we began evaluating our office suppliers through a lens of sustainability, aiming to partner with B Corps and eco-friendly producers. We're actively transitioning to suppliers who share our commitment to environmental responsibility.

B CORP SUPPLIERS THAT WE USE:

Bower
Collective

FAITH
-IN-
NATURE

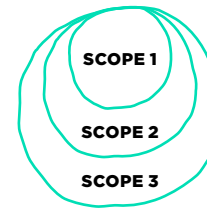
Here We Flo

NESPRESSO.

PROPER
Corn

WHOLE EARTH.

Carbon Footprint



MEASURING

This year our goal is to start measuring our annual greenhouse gas emissions across all three Scopes.

Scope 1 refers to direct emissions from owned sources such as emissions from company vehicles.

Scope 2 encompasses indirect emissions from the generation of purchased energy, like electricity or heat, used by the organisation.

Scope 3 includes all other indirect emissions that occur in the organisation's value chain such as emissions from suppliers, transportation or product use and disposal.

REDUCING

Once we have identified our overall emissions we will be able to accurately plan the best way to start reducing our carbon footprint.



Looking forward



Future goals

We take immense pride in our B Corp status and all that we've accomplished, but our journey doesn't end here! At Makers, we embrace a growth mindset as one of our core values, continually seeking opportunities for progress and striving for excellence in all that we do.

As a result, we revised our Environmental and Sustainability Policy to incorporate an Environmentally Preferable Purchasing Policy (EPP).

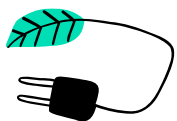
We're also exploring methods to measure our energy and water usage, as well as waste production. This year, we will research the most sustainable energy providers and aim to make the switch.

OUR MAIN 4 GOALS FOR THE REST OF THE YEAR ARE:**Launch Volunteering Days:**

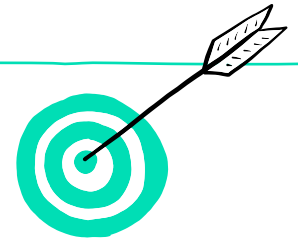
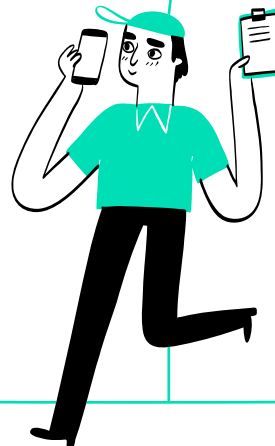
Establish a program that encourages team members to participate in community service and give back.

**Boost Community Engagement:**

Work with local suppliers and host more events to strengthen our ties with the community.

**Transition to Sustainable Energy:**

Explore options for switching to a more eco-friendly energy provider for our office.

**Initiate ECG Mapping:**

Start measuring our carbon footprint to pave the way for ECG mapping and set goals for reducing our environmental impact.

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