

KIK INNOVATION LTD

ANNUAL REPORT

2021 - 2022





WHO WE ARE

KIK Innovation's philosophy is that all people can be great and great minds are everywhere and someone's social status should not hinder them from learning. Since becoming the license holder of 42 Australia and opening 42 Adelaide it has enabled us to scale our impact to provide an all-access pass into high valued tech jobs of the future. 42 is truly an innovative education model that is training the best tech talent. At 42 we have an opportunity to include everyone in the high value jobs of the future, creating impact and diversity of local talent.



MESSAGE FROM OUR CHAIR

Building on foundations of the previous year, the focus of the 12 months to June 2022 has revolved around solidifying our strategic direction as an organisation, as well as delivering tangible operational outcomes. It has been a period marked with significant progress and positivity.

During this time, we validated our model by successfully launching 5 Piscines, starting four Student Cohorts and reporting a number of Job outcomes. This was further enabled by a pivot away from a Cert IV & Diploma pathway for students to an industry supported Cadetship and Talent hire pathway. Our ongoing relationships with partners and sponsors have been greatly strengthened as a result.

It was also a year that saw us appointing a number of new Board members, allowing us to significantly broaden the depth, experience and knowledge bank of our Board.

Driven by our all female leadership team, I am thrilled that we are making great strides into our Diversity Initiatives and taking great strides to accomplishing our Vision and Mission.



MESSAGE FROM OUR CEO

This time last year, we welcomed the first 110 students into 42. At June 2022 we had close to 300 studying at 42, all with amazing minds and a deep passion for learning.

Reflecting on my time over the last year, our connectedness to the SA Tech Industry and their willingness to be involved with 42 has certainly been a highlight.

We most certainly would not be here without our sponsors, hiring partners and dedicated staff.

2021 2022 (FISCAL YEAR) OUR YEAR AT A GLANCE

July 21

- Piscine 1 & 2 start. Early job placements recorded

Sept 21

- First 42 student cohort starts
- Cadetteship program launched
- Secured 2nd round Government funding

Nov 22

- Piscine 3 & 4 start
- Aligent Sponsorship announced
- Mercy Me Marketing & 3na sub tenancy starts

Feb 22

- Second & Third 42 Student cohorts start
- SRA Platinum Sponsorship announced
- Cadetteship program growing
- Community Corporate sub tenancy starts

Mar 22

- Hutsix & SA Power Networks Sponsorships announced
- Replaced Cert IV & Diploma with expanded Cadetteship & Talent Hire model
- New web site launched

June 22

- Piscine 5 starts followed by a fourth 42 student cohort
- 275 students now in school
- Data Action Sponsorship announced
- Forte contract started
- New board members appointed
- 70 Job outcomes reported

42 SCHOOL IN ACTION



By the end of June 22 we have 275 students and our core focus at all times is to monitor their progress and well-being in a supportive and collaborative culture.



During the year our processes have matured, whereby we are able to identify those who are excelling, together with others who need thoughtful and confidential support to help them overcome hurdles and barriers that may exist in their lives that are preventing them from being great.



This wrap around support is instrumental to keeping students engaged and enables us to offer cadettes to our sponsors and hiring partners. In return we are breaking down the barriers to education pathways that result in high value careers for our 42 students.

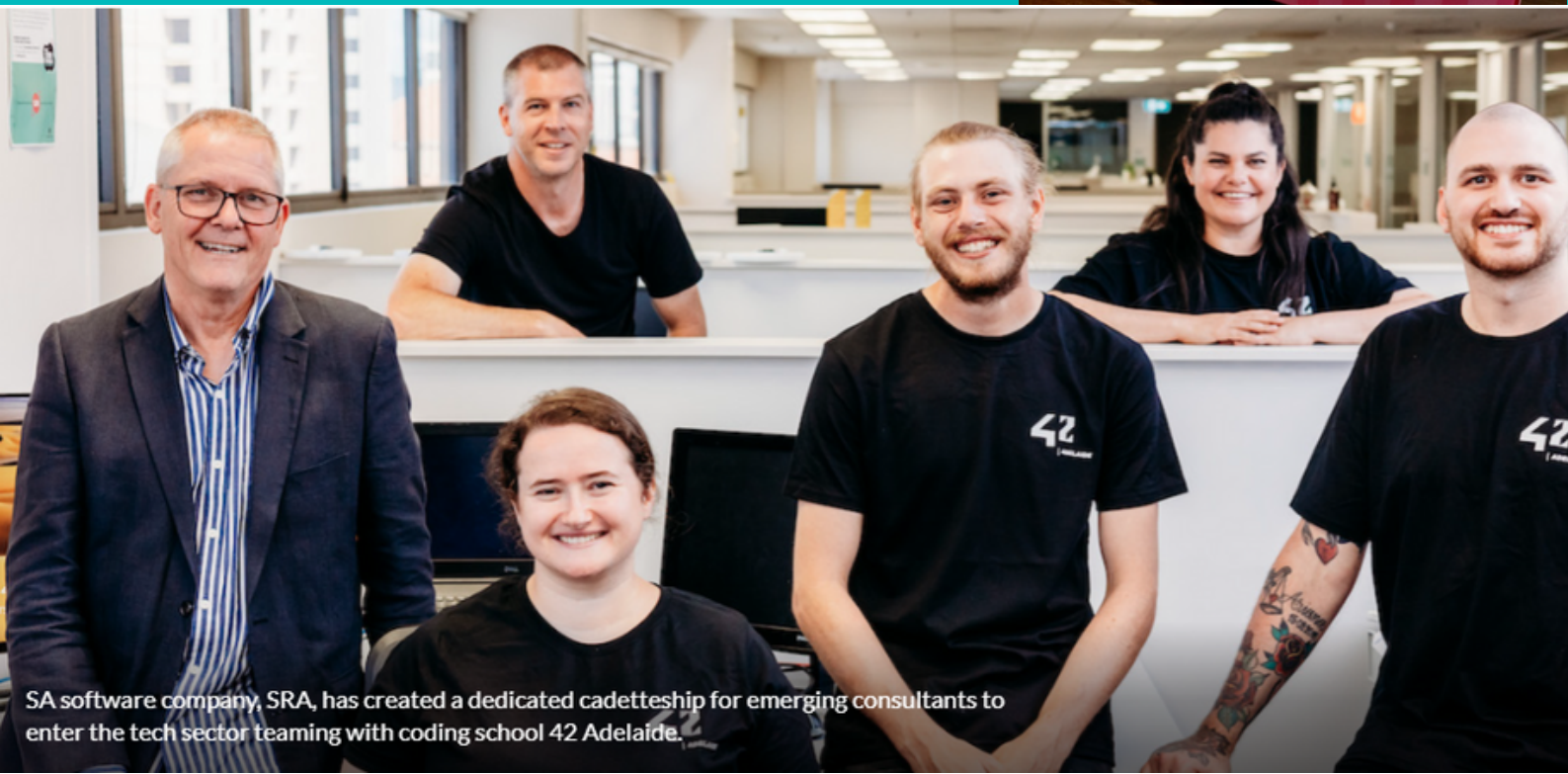
A major ingredient in all this success is Fun and Engagement. We never have to ask twice for students to volunteer at expos or events where 42 is being talked about or promoted. The feedback we have all the time is how proud they are to be part of 42 and the revolution we are creating.

42 SCHOOL IN ACTION

Our social media posts gain huge traction and provides those vital connections to the tech sector and other companies as we continue to rise above traditional education pathways and bring about a real and timely solution to the industry sector.

On a regular basis we have 'on the couch' sessions where our sponsors and students can get to know more about each other and future employment opportunities.

We actively arrange masterclasses and hackathons and sometimes student competitions, all to promote ongoing learning and the application of their coding skills in a fun environment.



SA software company, SRA, has created a dedicated cadetteship for emerging consultants to enter the tech sector teaming with coding school 42 Adelaide.

42 SCHOOL IN ACTION

We have grown up a lot this year and will continue to constantly evolve and change. Like any organisation we have encountered challenges but have then used them to reevaluate and review what and how we do things.

For example, we replaced the Cert IV and Diploma offering with an expanded Cadetteship and Talent Hire model. This means the majority of our students now only need to concentrate on the 42 pedagogy which on balance is a better fit in the tech sector we are delivering to.

We have, and will always have, a strong staff culture of collaboration and respect, which is vital to our school's operations and outcomes.

During the year our 42 staff profile has grown along with the school. Our staff are unique, highly skilled and of course the best there is! We could not have achieved much at all without their dedication and tenacity to change and continue to grow with us.

We are sincerely thankful for their contribution to our 42 Adelaide Campus.



JACK SELLARS'S STORY

I joined the first 42 piscine at the very last minute, on a whim during the 2020 mid term break. It turned out to be the best career decision I've ever made.



University has been underwhelming for me whereas at 42 I found myself discovering important IT concepts and skills that were glossed over by traditional education institutions. Peer-to-peer learning, low-level programming, version control, test-driven development and problem solving are only a few examples of skills I discovered and developed during the Piscine before the main curriculum even began.

I can't explain how it works, or even validate if it was the intention of the learning model but every piece of knowledge acquired over the last year at 42 feels like I discovered it on my own, rather than it just being served to me as a module or unit to be ticked off on some rubric, even if it was behind the scenes.

It's this sense of discovery that makes learning exciting, which in turn helps you remember the material. This is what sets 42 apart. When the cadetteship program started I jumped on it. Getting paid to study AND work in a field I'm interested in? Yes please!

I submitted one application and had one interview, then in late September of 2021 became one of the first cadets with my host employer called Enee Solutions. My year as a cadet came with many peaks, troughs and plateaus much like any other year. Of course there were teething issues being a guinea pig in this pioneered apprenticeship, but the training wheels came off within the first few months as I was overwhelmed by the quality of mentorship provided by Enee's technical director Kosta, as well as the support I received from the local team at 42.

I am now moving on to become a full time web developer at Enee, without having closed out the full 42 curriculum, which I think goes to show it's not always about that piece of paper at the end. What matters is determination for growth, and passion for the industry. I do however intend to continue my studies in my own time to stay relevant in the field. I am extremely lucky to have landed where I have and for anyone looking to get involved in a cadetteship program, do it. Especially if you don't know exactly what you want to do, pick what looks interesting and try it. Ask questions at your interview and if you end up not enjoying the work, you have gained vital experience to apply to your next endeavour.

DIVERSITY INITIATIVES

First Nations' people



Since opening the 42 Adelaide campus, a Reconciliation Framework was developed to focus on promoting cultural inclusivity and demonstrating a commitment to reconciliation.

Justyce and Miah pictured above are two of five First Nations students enrolled at 42 and they speak highly of the opportunity it brings to people of all cultural backgrounds. "42 Adelaide provides a multicultural community of like-minded people. It has expanded my knowledge, confidence and sense of community", says Justyce, a Defence SA trainee and Aeronautical Engineering Student.

"The fact that the opportunity is financially-free and based on ability and commitment, enables more Indigenous students to take part more readily".

This year's Reconciliation week's theme 'Be Brave. Make Change' serves as an important challenge for all Australians to tackle the unfinished business of reconciliation.

DIVERSITY INITIATIVES

Child Care Fundraising



One major barrier we identified during our Piscines was child care costs. Women who had been successful to enter the 4 week Piscine found the cost of child care prevented them from participating. As a key diversity indicator we wanted to find a way to help remove this barrier.

That help came in the form of 42 Adelaide being picked as the Charity of Choice for the Lord Mayors Golf Day where all money raised on the day would go to support child care costs for at least 3 piscine women, who would otherwise be prevented from participating.

A total of \$8k was raised and we were able to support the child care costs for 2 women. This initiative led to both women successfully passing the piscine and one is now employed under a cadetteship.

We aim to continue this initiative and promote places in future piscines as well as invite back eligible women who may have missed out in earlier Piscines due to the barrier of child care costs.

Our Vision and Mission Statement

BUILDING DIGITAL FUTURES

42 AUSTRALIA VISION

*MISSION: #1 TECH school in
Australia for diversity and inclusion*

BEST TECH SCHOOL FOR WOMEN

50/50 female by 2025. We believe we can achieve this earlier. 42 Adelaide has initiatives that will help us achieve this like the Girls Coding Community and an All female piscine

TRUSTED PATHWAY FOR YOUNG PEOPLE

No teachers, no classes, 100% coding. Young people who have disengaged from education can regain their love of learning at 42, experts in finding great minds no matter your lived experience

REVERSE DROP OUT RATES IN TECH

42 drop out rates are as low as 5% across the 42 Network. This is because of the entry pathway process is via a 'La Piscine', with 60% successfully passing

FIRST FOR DIGITAL CADETTESHIPS

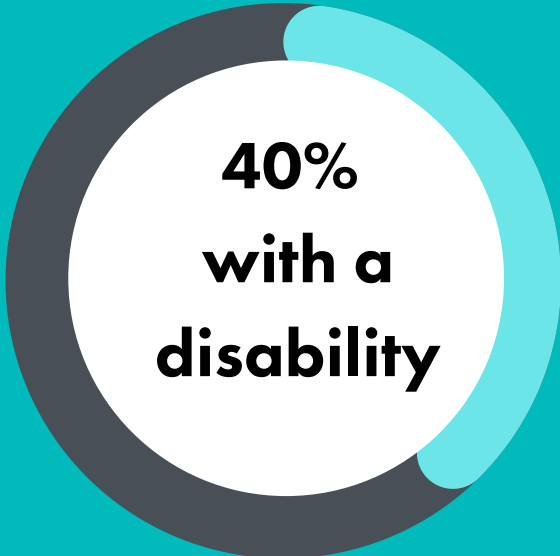
Due to the rigorous process to enter 42, companies can have confidence that our Cadetteships have an unfair advantage and to date 100% success rate

OUR DIVERISTY STATS



30%
women

A circular graphic with a white center containing the text '30% women'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.



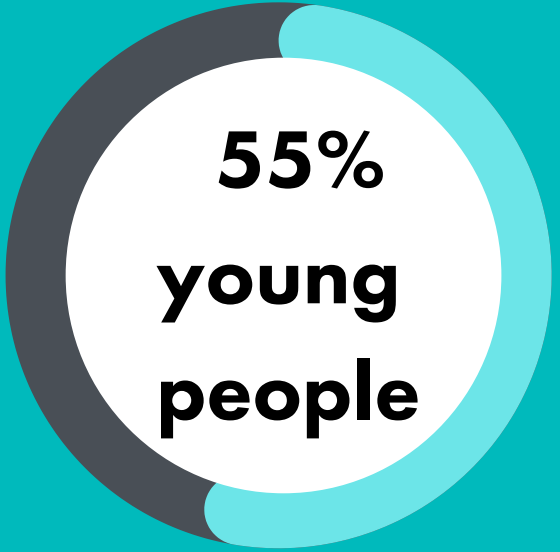
40%
with a
disability

A circular graphic with a white center containing the text '40% with a disability'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.



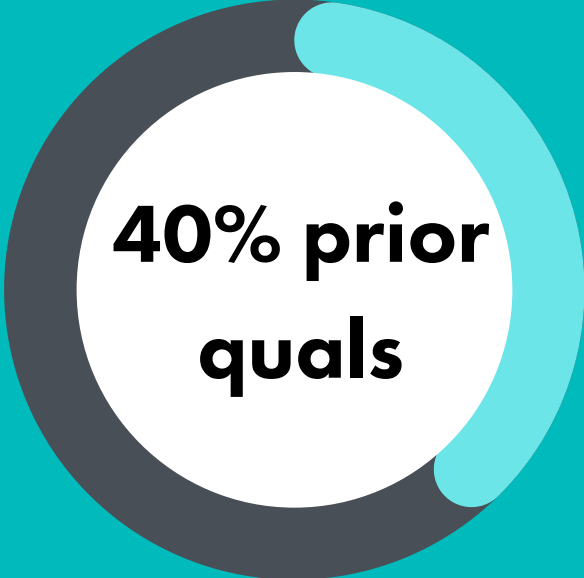
28%
did not finish
SACE

A circular graphic with a white center containing the text '28% did not finish SACE'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.



55%
young
people

A circular graphic with a white center containing the text '55% young people'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.



40% **prior**
quals

A circular graphic with a white center containing the text '40% prior quals'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.



4%
First
Nations

A circular graphic with a white center containing the text '4% First Nations'. The center is surrounded by a dark grey ring, which is further enclosed by a light blue ring. The light blue ring is not fully closed, with a gap at the top right.

SPONSORS

At the end of the 2022 fiscal year we have 8 major sponsors

It is without doubt the Tech sector in Adelaide has embraced 42. Their support is invaluable and their belief in us is the driving force to keep us committed. All our sponsors have the same shared values and their commitment to offering placements propels our school to continue to address the local and national tech skills shortage.



INAUGURAL SPONSOR

We acknowledge our Inaugural Sponsor, Uniting Communities. Since 2018 their generosity towards KIK Innovation and our cause has been highly valued. .



UNITING
COMMUNITIES

OUR BOARD



George Zenon
Chair & Director



Louise Nobes
Founding Director
& CEO



Sam Moore
Director



Shakhlo Rasulova
Treasurer



Rhys Moulton
Member



Judy Halliday
Member

OUR CURRENT STAFF*



Louise Nobes
CEO



Annette Reid
Head of Learning
& Technology



Julie Browne
Manager Finance
& Admin



Melinda Ho
Social Worker
Well-being Officer



Ben Cosford
Curator: Industry, Talent,
Culture (42 student)



Deborah Pickard
Office Co-Ordinator, Training
Assistant
(42 student)



Garima Kumar
Training Assistant
(42 student)



Josh Danise
Training Assistant
(42 student)

*Current staff at time of writing, Nov 2022

OUR OUTLOOK

- Growing student numbers to 450
- New high profile sponsors
- Service Now Partnership - post this annual report period we announced our partnership with ServiceNow. Together we will help them to provide free training to many more people that would otherwise miss out on a high value career.
- 2023 - the rollout of SACE Stage 2 Digital Technologies program - open to all SA high school students in yrs 10,11,12 and linked to their stage 2 Digital Technologies subject, this program will not only allow students to gain 20 SACE points but will also open doorways to an exciting career in tech