

FLEXIBLE SKILLS PROGRAMMES

Impact Report for Tay Cities Region

JULY 2026

A proven model for partnership built here, ready to grow elsewhere

Data and AI Skills

Community and Place

Human Skills and Wellbeing

Pathways
into Work

Prepared by

Frank Duffy (Code Division)

Bianca Peel (NomadAlba Collective)





A NOTE FROM BIANCA AND FRANK

Reflection

Five years ago, at a STEAM event, we found one shared conviction: the people the skills system overlooks are exactly who it should be built around. That belief has shaped every programme we've built since.

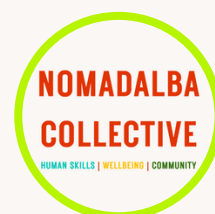
Built on partnership, empathy and community

Code Division and NomadAlba Collective refuse the false choice between technical and human skills. We start with design thinking and empathy, delivering trauma informed, work based learning that listens first and shapes every programme around what people tell us. We work with those locked out of opportunity: BAME and neurodivergent people, refugees, women, whoever needs us. We treat each learner as a whole person, not a statistic, which is why our programmes reach people others miss, and last. Community and place are the foundation, not the backdrop.

What next

This report shows what that approach has built in Tay Cities, and what it could build with you. Individuals grow in confidence, communities grow stronger around them, and we believe the same model, partnership, empathy and community first, can work wherever it's welcomed.

Bianca (NomadAlba Collective) & Frank (Code Division)



Tay Cities Skills Action Plan

Reflection

We start with people, not a curriculum. The Tay Cities Regional Skills Action Plan names those left behind, and design thinking shapes our response.

Tay Cities Region Data: Code Division Learners

356
Learners
Engaged

71%
Women

44%
Refugees

21%
Neurodiverse

26%
BAME

Delivering What the Plan Calls For

The plan calls for flexible, modularised training that's currently missing. Our accredited programmes are built to deliver exactly that, opening data and AI skills to communities the region says traditional provision doesn't reach.

Building Toward the Target

These numbers aren't the finish line. Every learner who accesses programmes like ours brings Tay Cities one accredited course closer to the workforce this plan calls for.



"There has been limited implementation of flexible, modularised training provision."

Source: Code Division Learner Directory, Tay Cities region (356 learners). SDS Tay Cities Regional Skills Action Plan 2025–2029.

Tay Cities Skills Action Plan

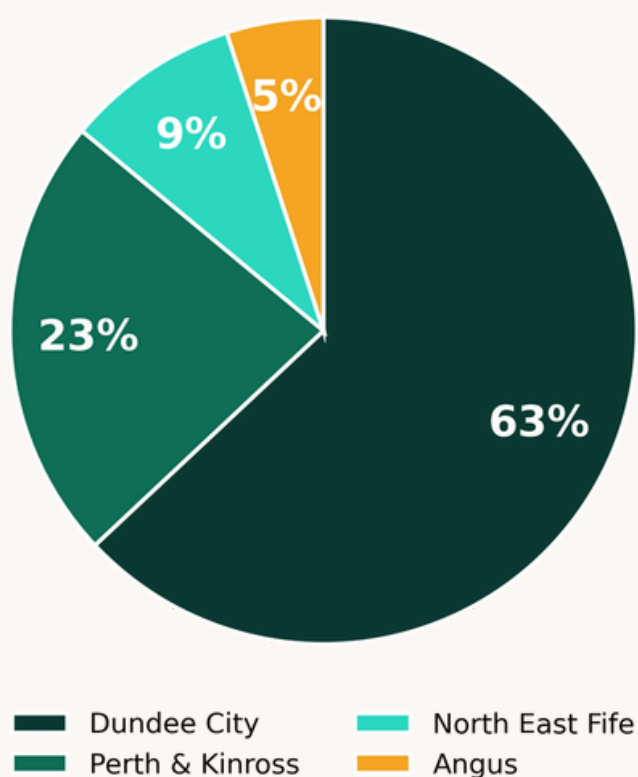
Why credentials matter

84% of learners who complete our accredited data and AI courses and programmes move into a positive destination within six months; starting a new data role, securing a promotion, upskilling in their current work, actively applying for data and AI job roles, or progressing onto further study, including postgraduate degrees.

109
Tay Cities
Accreditations
Achieved

84%
Reach a
Positive
Destination

Accreditations by Local Authority



Source: Code Division Learner Directory, Tay Cities region, SDS Tay Cities Regional Skills Action Plan 2025-2029.



"The course gave me Power BI, a completely new skill, and helped me combine it with my existing data analysis, statistics and SQL knowledge. It was my springboard into becoming a data analyst, first as a Business Intelligence Officer at sportscotland, and now as a Senior Analyst at Scottish Water."

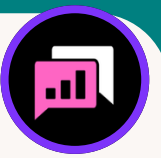
Diana, Business Consultant



Funded by
UK Government

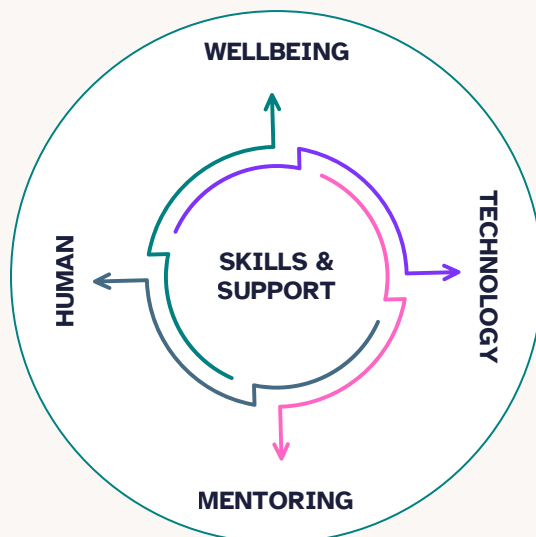
Dundee
City Council
www.dundeeccity.gov.uk

CHANGING
FOR THE FUTURE



22 WEEK PROGRAMME

DUNDEE CITY OCTOBER 2025 - MARCH 2026 12 LEARNERS



The Power of Three



How We Work

No single organisation closes the gap alone, so we built this in partnership. Code Division brings nationally accredited data and AI training. NomadAlba Collective brings human skills, wellbeing and trauma informed practice. The Data Gals brings inclusive recruitment and mentorship into real jobs. Each partner reaches what the others can't, so one funded programme goes further than three separate ones ever could.

The result: a single, connected pathway, outreach, delivery and jobs, working together, not in isolation.



"The complexity of the skills and employment system makes it difficult for residents and employers to navigate, hindering access to crucial resources and support."

Tay Cities Regional Skills Action Plan

Code Division programmes and shorter courses are designed around the people most often left behind by traditional tech education. We recruit with intention, reaching women, refugees, BAME, and neurodivergent learners, people with the ambition and ability to succeed in data and AI careers, who simply needed the right door to open.

478
Accreditations

23%
Refugees

31%
BAME

Our learners bring lived experience, professional qualifications, and determination. We've engaged over 1,000 learners across numerous data and digital interventions. Each is built on SCQF recognised qualifications, giving genuinely flexible pathways into work for a flexible workforce. Together, they represent the workforce Scotland needs and has too often overlooked.

Summary of attainment up to April 2026			
Qualification	Grade	Date	SCQF Level
National Group Awards			
Professional Development Award Data Science SCQF Level 8		04/2026	8
Certificate for Customer Service in the Financial Services Sector SCQF Level 6		10/2025	6
Professional Development Award Introductory Leadership and Management SCQF Level 6		10/2025	6
Higher National Units			
SQL: Introduction		04/2026	7
National Units			
Developing Meta-skills and Personal Practice		10/2025	6

Roopa, Performance and Finance Reporting Analyst

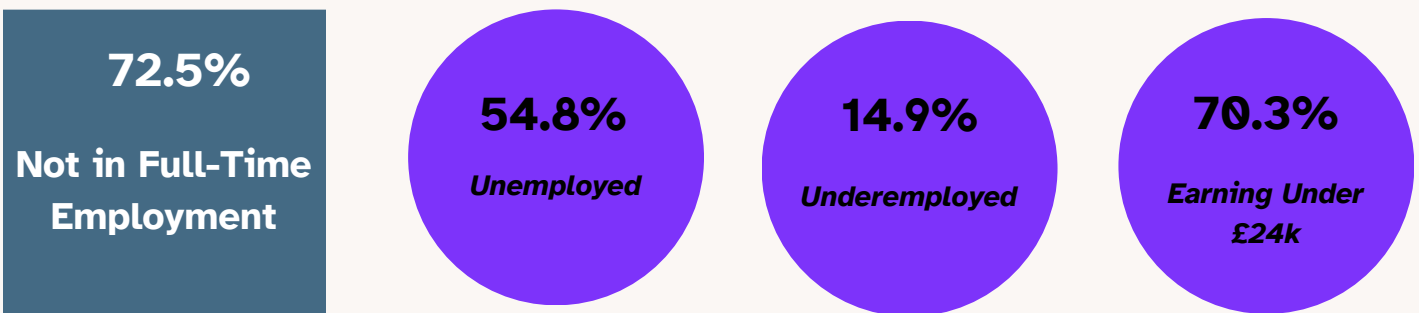
Breaking Down Barriers



Employment & Skills Background

The majority of Code Division learners faced significant barriers before joining our programmes. Most were out of full-time work, yet highly qualified demonstrating a clear skills gap rather than a lack of ambition or ability. Figures are based on individual learners.

Learner Employment & Income Profile



"Source: Code Division Learner Directory. Figures based on learners who answered the relevant question."

Skills gap, not ambition gap

Our learners are highly motivated. Held back by circumstance, not capability. Many joined unemployed, underemployed, or stuck in low paid work, unable to escape financial hardship despite real skill and drive.

Our courses exist to lift people out of poverty for good. Not into any job. Into secure, well paid careers in tech.



"The Data programme at Code Division played a pivotal role in helping me retrain and transition back into the workforce after a significant career break. It boosted my confidence to learn new skills. I remain deeply grateful for their support at the start of my career journey."

Becky, System Support

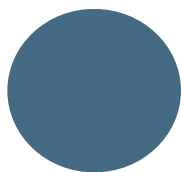
Community Partners



200+

**Free data sim cards given to learners,
with Good Things Foundation**

Partnerships that reach further: alongside Good Things Foundation, we work with SCVO, Social Enterprise Scotland, and grassroots networks across drawing on a wider third sector community to get learners the support they need.



Grace, Programme Administrator

Runs the programmes day to day sometimes sourcing furniture, arranging food, tea and refreshments for in-person sessions, and making sure no learner slips through the cracks.

From digital access to everyday practical needs, these partnerships mean no learner has to choose between attending a course and meeting basic needs. Code Division never delivers skills training in isolation. Whether it's accessing data, furniture, food, or a warm space to learn in, third sector networks work alongside us to remove the barriers that so often stand between someone and a fresh start, because turning up should be the hardest part, not staying. Skills training only works when it sits inside a wider community of support, not apart from it.



"Grace has been a constant source of support behind the scenes, from registering learners to sourcing resources. Approachable and organised, she made learning stress free."

Mariam, Women Returner Course

[Code Division Website](#)

NomadAlba Collective



A human skills consultancy

NomadAlba Collective is a human skills consultancy and social enterprise founded and led by Bianca Peel. It is built on three interlocking threads that shape everything; the value of the human, wellbeing and community.

Three threads, one weave

Human Skills covers co-design, development and delivery of holistic, integrated, inclusive learning. Wellbeing runs through creative arts therapy and the pop up series “Alba Unplugged”. Community shows up in Remote Alba Fest and year round gatherings for wealth building.



"Before the course I'd been out of the workforce for years and had lost confidence, unsure what kind of job I could even do. Bianca's empathy and creativity sessions rebuilt that confidence giving me the courage to apply for roles I'd never considered. I now work in a digital role and my self belief has hugely improved."

NomadAlba Collective Projects



Future Focus 21c: STEAM education

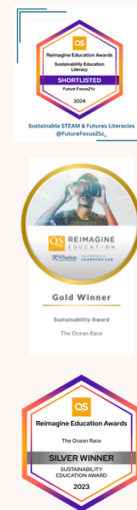
Bianca co-developed learning resources on the Muinin Catalyst project by Future Focus 21c with Rebecca White and Dr Anita McKeown, place based STEAM materials linking curriculum to real world sustainability challenges. Shortlisted for the Reimagine Education Awards 2024.

The Ocean Race: Ocean Literacy

Bianca co-designed award winning (Reimagine Education Awards) ocean literacy programmes for schools and community alongside Lucy Hunt and Rebecca White for The Ocean Race Learning which was also featured in TIME magazine.

"Bianca Peel is an inspirational role model in technology, opening doors for women and underrepresented groups through creativity and human skills. Her entrepreneurial vision reimagines remote work as a practice rooted in community and place."

Dr Anita McKeown CEO Future Focus 21c



Research: This is Milk/ SDS

Bianca contributed on a research project from Skills Development Scotland (SDS) on the SDS Learner Profile Expansion Early Years & Complex Needs:

Understanding what matters to learners who communicate in different ways. The aim being developing the SDS Learner Profile tool so it works well for: Young children (Early Years), learners with complex or additional needs.

"I've worked with Bianca for years and she's a role model in technology. A feminist, she builds inclusive, collaborative spaces. Globally minded and curious, she leads with equity and community, proving humanity is our most powerful technology."

Ellen Gunning CEO Metacomms

Remote Alba Fest



Scotland's festival for remote workers

Remote Alba Fest is NomadAlba's annual grassroots festival for remote workers, freelancers, founders and the remote curious. Held at Box Hub, Glasgow in March 2025



A day of connection

Walks, wellbeing sessions, and networking opportunities sat alongside great food, live comedy and music.



"Bianca creates spaces where people feel seen and valued, turning ordinary events into something transformative, full of warmth, purpose and community."

Angela Prentner-Smith, CEO of This Is Milk.

[Remote Alba Fest](#)

[NomadAlba Website](#)

The Data Gals



Closing the gender gap in data and AI

The Data Gals is the DEI brand of AI Connect, a data and AI recruitment specialist with over 10 years building trusted talent networks across Scotland and the UK. Founded and led by Katarina Svistseva.

Inclusive by design

Fifty-fifty gender balanced shortlists as standard, job descriptions rewritten to remove unnecessary barriers, and structured interviews built on evidence based rubrics.

93%
Fill Rate

3 to 5 Days
Shortlist
Turnaround

48 Hours
Placement
Time

"I had the pleasure of working with Katarina during my recent job search, and I can't thank her enough for the support she provided. From our first conversation, she was professional, proactive, and genuinely committed to helping me find the right role. She connected me with a great opportunity and guided me through the process. I highly recommend Katarina to anyone seeking a knowledgeable recruiter invested in your success."

Elina Senior Analyst



The Data Gals



MENTORSHIP PROGRAMME

The Data Gals Mentorship Programme matches women with experienced data professionals for career progression, technical growth, and support navigating a data driven industry.

"I have been looking to get into a formal data analyst role for some time and was inspired to join the Data Gals mentorship programme after a Data Inclusivity event. It felt like an excellent way to develop my data skills and reporting knowledge, as well as insights into progressing in my role. It's fantastic to have a female mentor for guidance, and a female manager to inspire."

Jo, Junior Reporting Analyst

"I joined the programme because I'm moving up the career ladder, and I wanted advice and experience from somebody who has genuinely 'been there, done that.' I've recently moved into a senior position, which will eventually mean becoming a people leader for the first time. That's a completely new world for me, so getting honest advice on it beforehand was absolutely crucial."

Emily, Senior Data Scientist



The Data Gals



THE DATA GALS MENTORSHIP PROGRAMME: SOUTH WALES

Mentors and mentees from across the Data & AI industry came together to build confidence, sharpen technical expertise, and grow leadership skills. Participants took part in monthly mentoring sessions, a mid-way networking event, and a final celebration creating a genuine community, not just a scheme, for women progressing in data careers.

36
Mentors/
Mentees

12
Sectors

6
Months

4 x
More likely to
Secure role

"As someone progressing in a digital role and carving out my own career path, it was important to find a like-minded community to build confidence and develop my skills. I'm inspired by those who've broken down gender barriers in their fields to thrive the whole ethos of The Data Gals is genuinely inspiring."

Kirsty: Digital Strategy Manager



[The Data Gals Website](#)

Design Flow

Three Organisations working together to build the programme

1 EXPERTISE

Three organisations: each contributing what the others couldn't training, wellbeing, and employment expertise combined.

2 CHALLENGE

Preparing learners for digital roles within budget and time constraints, while securing employment and support.

3 EMPATHY

Design thinking's human-centric approach builds a safe learning environment, increasing confidence, self-awareness, and productivity.

THE GOAL

22-week online programme for 14 women, delivering Qualifications Scotland Data Analysis qualifications alongside Human Skills.

4 ITERATION

The team designed innovative, empathetic problem-solving into the programme, equipping learners with the skills to succeed.

5 PROTOTYPE

The programme was refined throughout delivery, evaluated through nationally accredited, recognised qualification standards and assessment.

6 TEST

Shaped continuously by learners and employers, this iterative model embeds sustainable, locally rooted practice that strengthens community wealth long term.

Programme Design

"I'd never considered the importance of human skills in a field as technical as data. Now I know I need to keep developing both."

Fiona



Technical Skills

Learners build practical knowledge in Python, SQL, statistics and AI, applied directly to professional contexts using industry standard tools and data platforms.

Support and Mentoring

Learners are paired with mentors, industry professionals, alumni and Data Gals mentors, who guide, encourage and help them navigate challenges. Together they build networks that extend beyond the programme.

Human Skills

Data science is not just about numbers, it is about people. Through teamwork, communication, creativity and collaboration, learners practise skills that make their technical expertise count in workplaces and communities.

Wellbeing

Learning works best alongside wellbeing. Reflection, resilience and self care run through the programme, and mentors and peers support learners as whole individuals, not just as students.

"Skill gaps are categorically seen as the biggest barrier to business transformation."

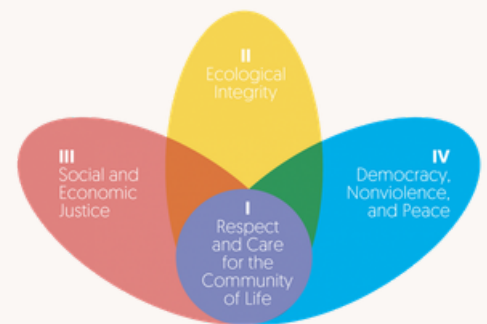
Till Leopold, Head of the World Economic Forum's Centre for New Economy and Society, on the Future of Jobs Report 2025

Connecting Communities

From the outset, we grounded the programme and the group project in a wider purpose. Every learner's work was connected to something bigger than the classroom.

Connectedness, and why it matters here

The Inner Development Goals Foundation defines Connectedness as a deep, felt sense of belonging to something larger than yourself, your community, humanity, or the wider ecosystem. It's this sense of connection that turns individual growth into care for the collective good, "*being a part of a larger whole, such as a community, humanity or the global ecosystem.*"



"This is more than a course, it's a community. You'll find friends, mentors, and the belief that you can achieve anything, even in a new country."

Inna



Journey Planner

A demanding programme needs more than good content, it needs structure learners can trust. The Journey Planner turns sessions, deadlines and submission points into one clear reference point.

Learners see what's next, so structure protects momentum instead of adding pressure. Tutors, mentors and admin work from one plan, aligned on who leads, when mentoring lands, and how weekly tasks build toward accreditation. That plan carries three things at once: technical delivery, work based competencies, and the human capacities named in the Inner Development Goals framework. Nothing runs as a separate system.

This structure is ready to co-design. Partners bring their own communities, we bring a proven system, and together we shape interventions built to work from the start.



"I really enjoyed that this programme combined in-person and online sessions, moving me out of my comfort zone. It brought together human skills, technical skills, and personal guidance from my mentor. A structure unlike anything I'd experienced in previous, more traditional courses."

Judit

[Journey Planner](#)

Workbooks

Design that carries the whole programme

Every workbook ties weekly tasks to the Global Goals themes and the skills development that's core to each learner's progress, giving learners and staff one shared structure. Progress stays visible and consistent, refined with each cohort rather than fixed in place.

Built to last, not written on the fly

Twenty two workbooks, one for every week, each built before day one. Every task, timing and resource is mapped in advance, so learners know what's expected and staff deliver the same quality every time. This structure is what makes agile, flexible delivery possible: learners can work at their own pace while staying supported and on track.



“The design of the programme was great. Opening the workbooks weekly helped everyone stay at the same pace. Being self-directed with several check-ins each week was different from other experiences I have had. I paid around £10k for CIPD qualifications and never received this level of support.”

Michelle

[Workbook](#)
[Week 1](#)

[Workbook](#)
[Week 8](#)

[Workbook](#)
[Week 14](#)

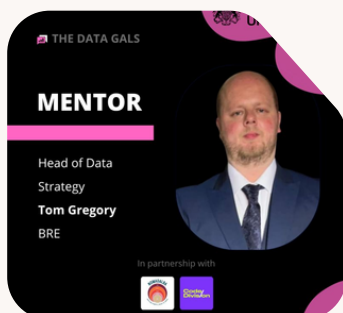
Mentors

Structured, not occasional

Through The Data Gals Mentorship Programme, every learner is paired with a mentor matched to their goals, meeting an hour a month, over six months. Mentors bring real experience from the data industry, so learners see a genuine path, not just theory.

One system, not an add-on

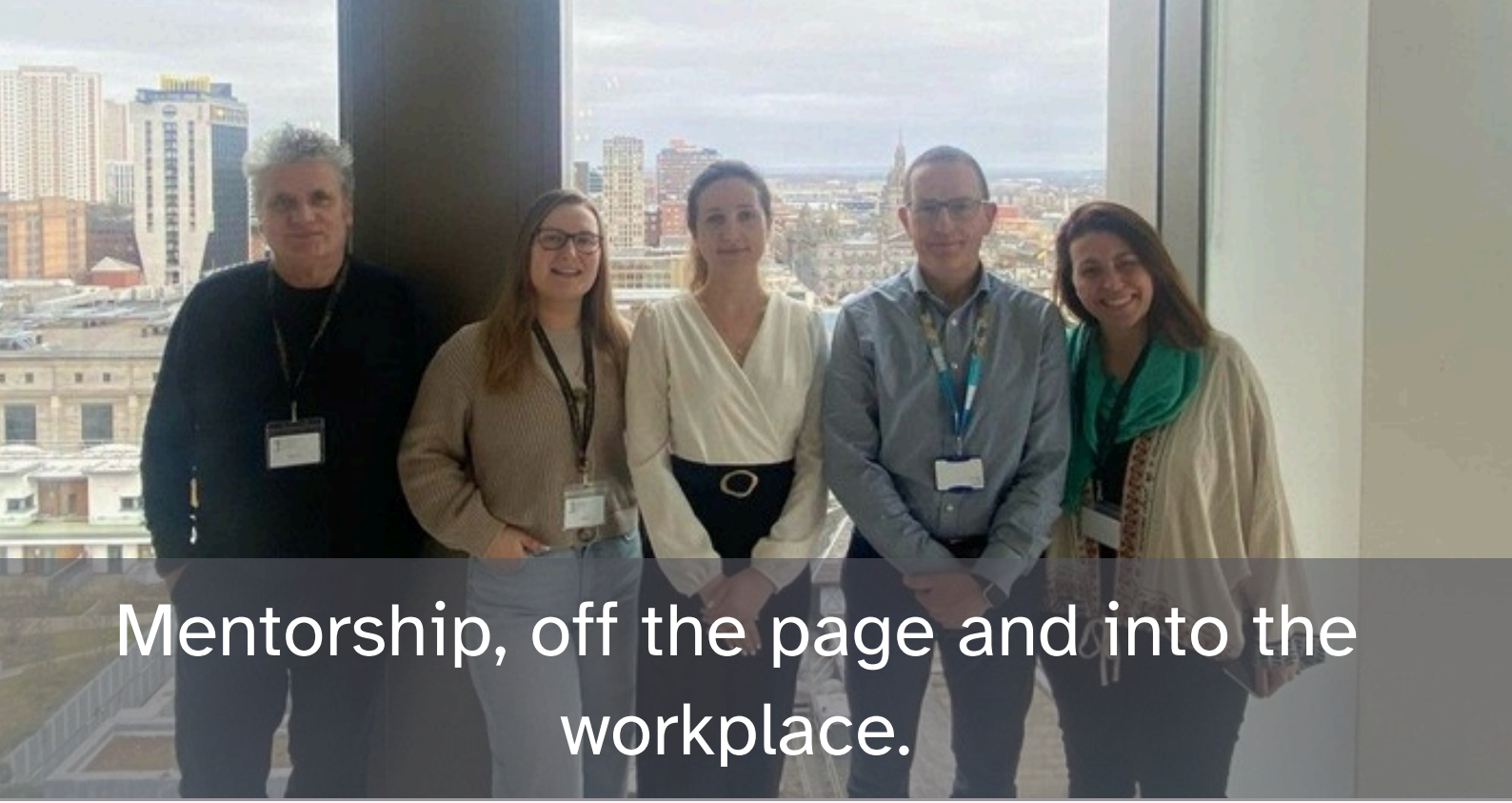
Mentoring isn't bolted onto the course. It sits inside the same design thinking that shapes technical delivery, human skills and wellbeing from the outset. What a learner explores with their mentor reinforces what they're building everywhere else.



"The mentorship side of the programme gave me real one to one support, and it helped me get back to myself."

Esraa, Employment Engagement Officer



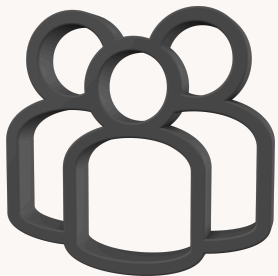


Mentorship, off the page and into the workplace.

Roksolana with mentor Calum at Weir Group Offices

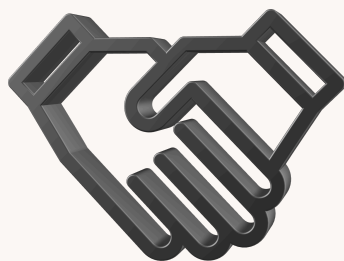
"I'd never had a mentor before, and Katarina matched me perfectly. My mentor's honest conversations shifted my mindset and gave me confidence I didn't know I had."

Christine, Global Supply Chain Strategist



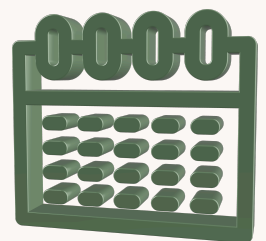
12

Women



12

Mentors



6

Months

Tutors

Taught by doers, not just teachers

Unlike many traditional data courses, our tutors don't just teach, they run businesses, from coaching to consultancy and product design. Having built companies, they understand the pressures of balancing study, work and confidence.

Real insight, not just theory

That entrepreneurial experience brings genuine commercial insight into every session, work-based learning showing how technical skills translate directly into entrepreneurship and employment.



Tess

[linkedin.com/in/tess-o-shea-92a851101](https://www.linkedin.com/in/tess-o-shea-92a851101)



Paul

[fibreupdrinks.com](https://www.fibreupdrinks.com)



Emily

[groves-solutions.co.uk](https://www.groves-solutions.co.uk)



Jade

train-your-spirit.mailchimpsites.com



Dara-Emma

[mcglackenryandesign.co.uk](https://www.mcglackenryandesign.co.uk)



David

[uilix.com](https://www.uilix.com)

"The tutors and mentors were not only knowledgeable, but also patient, approachable, and genuinely invested in our growth."

Roksolana

Facilitator Guide

Accountability Partners

Accountability Partners pair learners for weekly check-ins, guided by a shared template and code of collaboration. For programmes built on flexible, self-directed study, this peer bond keeps learners connected to each other, not just the material, turning individual study into a shared journey learners take together.



Shannon

"Judith's detailed, scientific approach taught me a new way to think. Having her to talk ideas through with each week kept me moving forward."

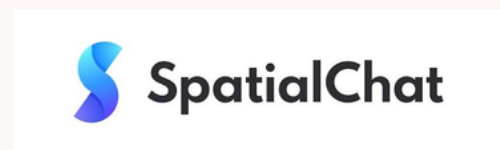
Judith

"Shannon and I came from very different backgrounds, but our weekly catch-ups meant I was never working alone, and I never gave up."



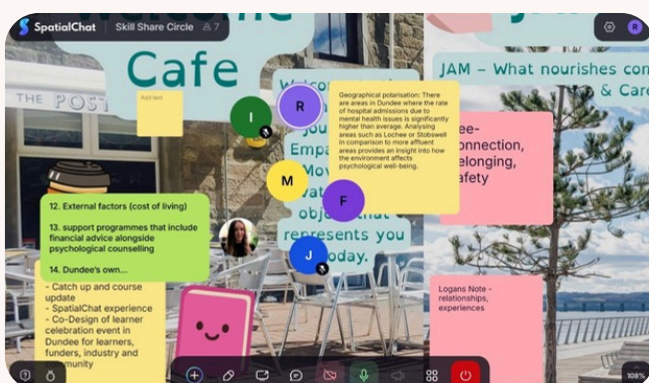
Community Online

Traditional data courses ask learners to fit their lives around a fixed timetable, lectures at set times, in a set place, or fall behind. Most of our learners can't do that, they work full time, care for family, or juggle both. So we flipped it: flexibility was the starting point, not an afterthought bolted onto a rigid course.



This same commitment to flexibility shapes our online spaces. Nothing here stands alone. A bespoke Moodle carries self-paced learning; SpatialChat carries every live session, chosen for being accessible and neurodivergent friendly, so technology builds community rather than just hosting a call.

Learners appear as avatars in a virtual café, gathering at sticky note boards to map what matters most together. Every voice is captured and carried forward, not lost when the call ends.



"This programme provides a structured learning environment and real-person support, something many online courses charge for without guaranteed quality."

Community In Person

In person Saturdays brought learners together properly: working on projects, meeting mentors and tutors face to face, sharing food, taking time for wellbeing. Hosted at ScrapAntics, a community social enterprise built on the same values as ours, it was the perfect place to become more than a cohort. This was community and place, lived, not just designed.



Lifelong Learning

Flexible, lifelong learning, as championed by the UN's Sustainable Development Goal 4, is vital in empowering women and disadvantaged communities with real skills, confidence and opportunity, transforming lives and building more equal, resilient futures for all.

"Since completing the course, I've used my skills in my People and Wellbeing role to build an automated absence management tracker, using advanced Excel formulas, structured tables, conditional formatting and VBA to calculate absence totals and entitlements, cutting manual checking. The course gave me confidence to tackle technical challenges myself. I'm now preparing a Power Automate project to automate data collection from digital forms."

Michelle, HR consultant



"I'm grateful for the opportunity to enrol in the programme. I learned to use MS Excel for data cleaning and Power BI for visualisation and automation, skills that have directly prepared me for working with macros and pivot tables in my current job. The flexibility of the programme meant I could fit it around my work schedule, which made all the difference. I'd love the chance to attend future programmes too."

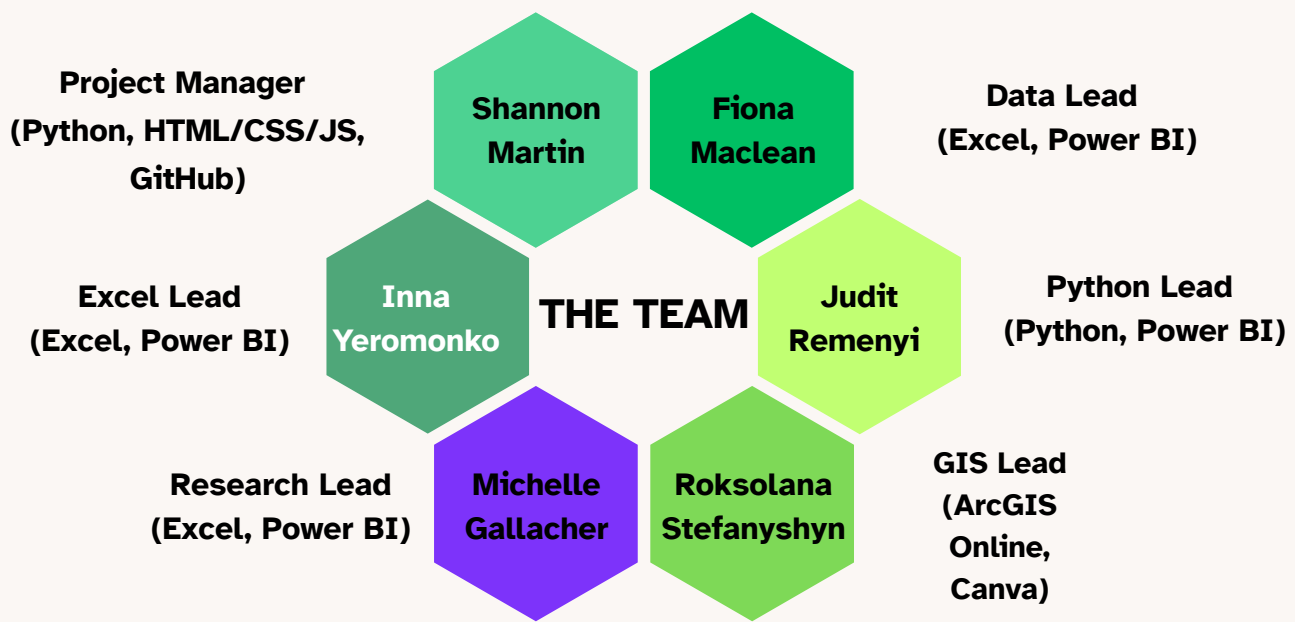
Lucy, Research Assistant



**Women &
Future
Skills
Dundee
2026**

**From
Classroom to
Community:
The Final
Project**

Data With a Purpose

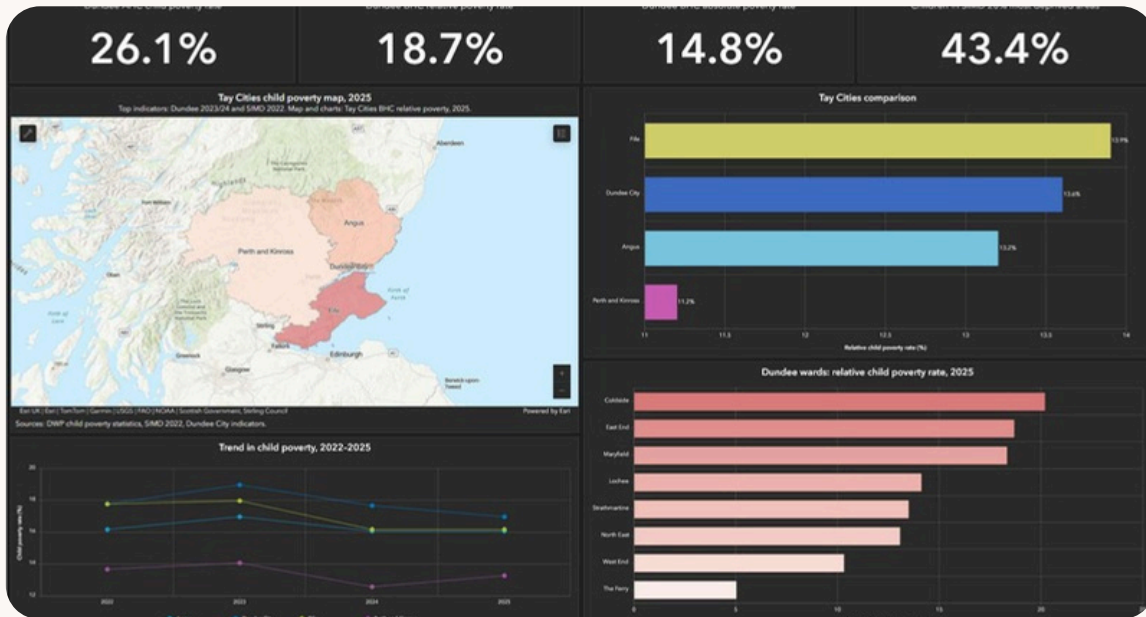


In the closing weeks of the programme, fitted around full-time jobs, caring responsibilities and everything else daily life demands, six women turned newly built data skills toward a real problem on their own doorstep: understanding deprivation and community support in Dundee.

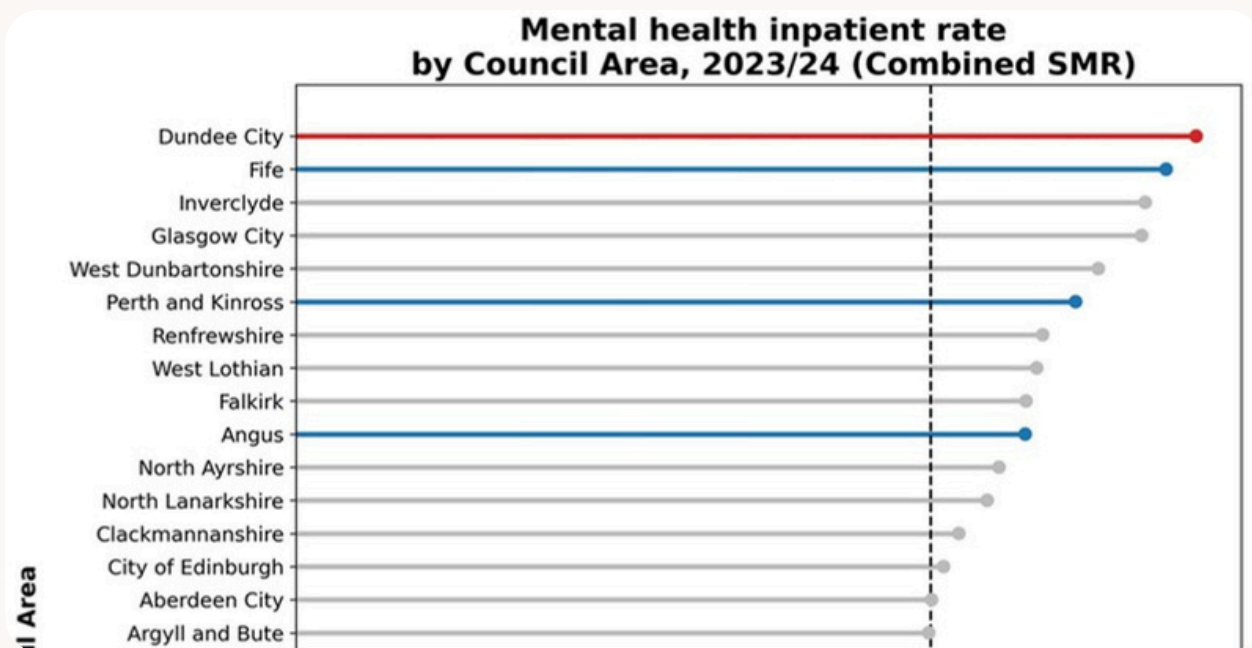
The team set two goals: map deprivation, health outcomes and service reach across Dundee and Tay Cities using open data, and answer a direct call from Parish Nursing Dundee, who support people facing addiction, poverty and crisis, to rebuild their digital services map after the old tool became unaffordable and went offline. Stakeholder input from Parish Nursing and Dundee's Recovery Coordinator shaped the project throughout.



What the Data Showed

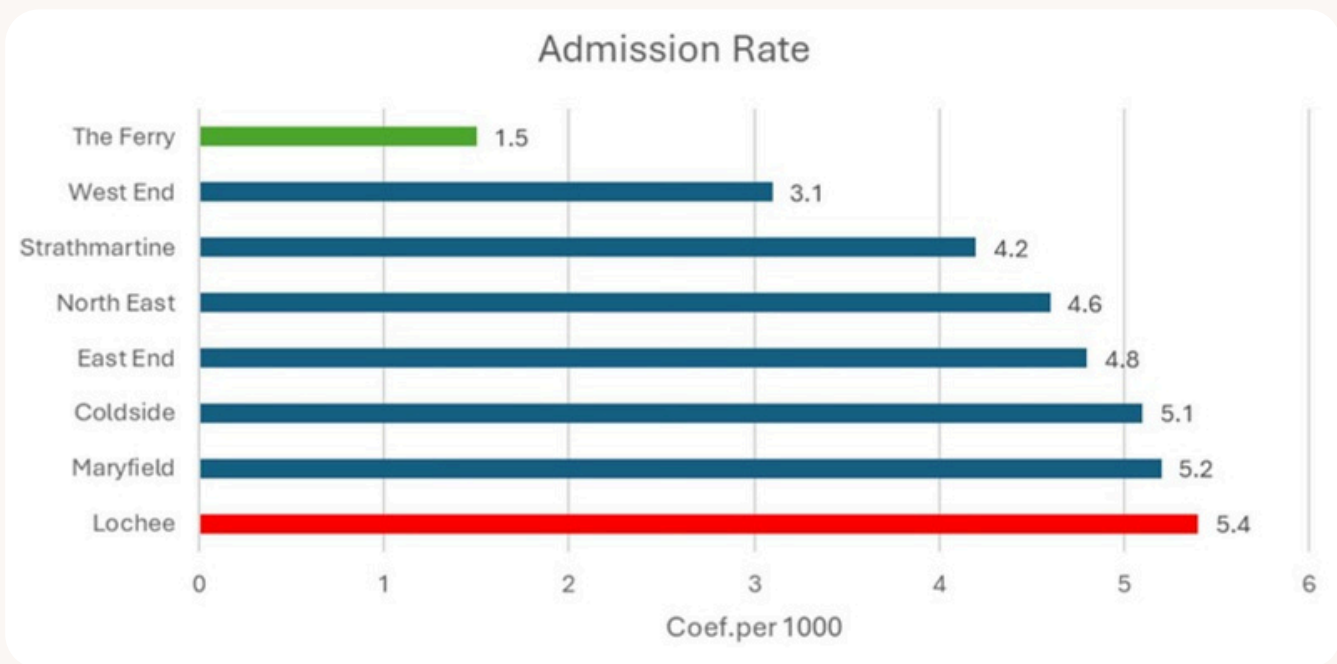


Dundee has recorded the highest mental health inpatient hospitalisation rate of any council area in Scotland. For the first time on record, drug treatment referrals in Dundee have overtaken alcohol referrals. Treatment access has improved sharply, though more people are disengaging before finishing treatment than two years ago.



Working independently with public datasets, the team didn't just describe Dundee's challenges. They located them, down to individual wards and services. 26.1% of children in Dundee live in poverty after housing costs. 43.4% live in areas ranked among the 20% most deprived in Scotland.

What They Built



Turning Analysis Into a Working Tool
Rather than stopping at analysis, the team built a working prototype: an interactive, filterable map of over 400 Dundee recovery and support services, built using free, open-source tools searchable by day, service type, cost and access.

It exists because of a real gap. When Parish Nursing Dundee's previous digital tool went offline, staff were left signposting people in crisis from a printed leaflet already out of date. The prototype was reviewed directly with Parish Nurses and Dundee's Recovery Coordinator.

Alongside the map, the team produced an ArcGIS StoryMap and a redesigned recovery leaflet. Public-facing outputs that translate the data into something a frontline worker or a member of the public can actually use.

"Police Scotland officers, who regularly bring people in crisis to Parish Nursing, would value this too."

Feedback from Parish Nursing Dundee and Dundee's Recovery Coordinator, cited in the project report

Six Women, Real Change

Six weeks. Full time jobs. Real lives. One community tool.

What they proved:

- Local support only works if it's easy to find.
- Recovery depends on trust, not one off help.
- Poverty, mental health and addiction are linked.



Six women. Six different skill sets. One shared goal.

They didn't just learn data skills. They used them.

The organisation they built it for now has a tool that works.

This is what Women & Future Skills makes possible.

Dundee Recovery Road Map

Local support services in Dundee

Find help for you or someone you care about

- Activity Based
- Mental Health
- Addiction Support
- Rehab Information
- Health & Wellbeing
- Harm Reduction
- Peer Support
- Family/Carer Support

Scan for more information



WHAT'S ON EACH DAY?

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Smart Recovery 10.30am - Signpost Centre 01382 206888	HillCrest Walking Group 10am-12pm The Centre, South Ward Rd 07452 917976	Just Bee Drop In 11am-1pm Meadowside St Paul's 07341 255354	RecoverSing 3.30pm-5pm Meadowside St Paul's 07743 816540	We Are With You 9.30am-4pm Boots, Albert Street 01382 206888
Parish Nursing Dundee 1pm-3pm The Steeple Church 07938191450	Community Support 10am-12pm Hillbank Church	Recovery At The Friary 9.45am-3.30pm The Friary 07384 836091	Music For All 5pm-7pm Hilltown Community Centre 01382 433697	We Are With You @ Lothian Cres 9am-5pm Signpost Centre 01382 206888
We Are With You 1pm-4pm Boots, Albert Street 01382 206888	Recovery At The Friary 9.45am-3.30pm The Friary 07384 836091	Family Recovery Support 5.30pm-7.30pm Learning Place, Hilltown 01382 200532	Mobile Dental Unit 10.30am-3pm Steeple Church 01382 596990	Just Bee Drop In 11am-1pm Meadowside St Paul's 07341 255354
CROS (Women's Hub) 1pm-4pm Positive Steps, Explorer Rd 01382 561822	JustBee Cinema Club 4.30pm Meadowside St Paul's 07743 816540	Walking Sports 4pm-6 pm Ardler Community Centre 07806 655152	Parish Nursing Dundee 1pm-3pm Steeple Church 07938191450	Smart Recovery 10.30am-11.30am Lochee Community Hub 01382 206888
Andy's Man Club West 7pm-9pm Menziehill Community Centre	Women's Wellbeing Club 6.30pm-8.30pm Change Centre	You Decide / Navigator 1pm-4pm Positive Steps, Explorer Rd 01382 561822	Cocaine Anonymous 7pm-9pm Gate House 0141 9596363	
Eagles Wings Soup Kitchen 7pm-8pm Constitution Road 01382 201590			Dundee Recovery Network 11am-2pm Hilltown Community Centre 01382 305700	

SATURDAY

Walking Sports
10am-12pm
Ardler Community Centre
07806 655152

TCA Safe Zone Bus
6pm-8.30pm (Fri & Sat)
Court Street, Stobswell
01382 456012

Please check services before attending

AVAILABLE THROUGH THE WEEK

Street Soccer Dundee
Mon-Fri 9am-5pm | 01382 250858
Change Centre, South Ward

HaVeN
Mon-Fri 10am-4pm | 01382 223023
216 - 222 Hilltown

Dundee Drug & Alcohol Recovery Service
Mon-Fri 9am-5pm | 01382 632542
Constitution House

Listening Service
Mon-Fri 9am-5pm | 01382 423116
Royal Victoria Hospital

Hope Point
24 hours a day
0800 955 0008 | text 01382 604123
4 South Ward Road

IN AN EMERGENCY

If your life is at risk, call **999**

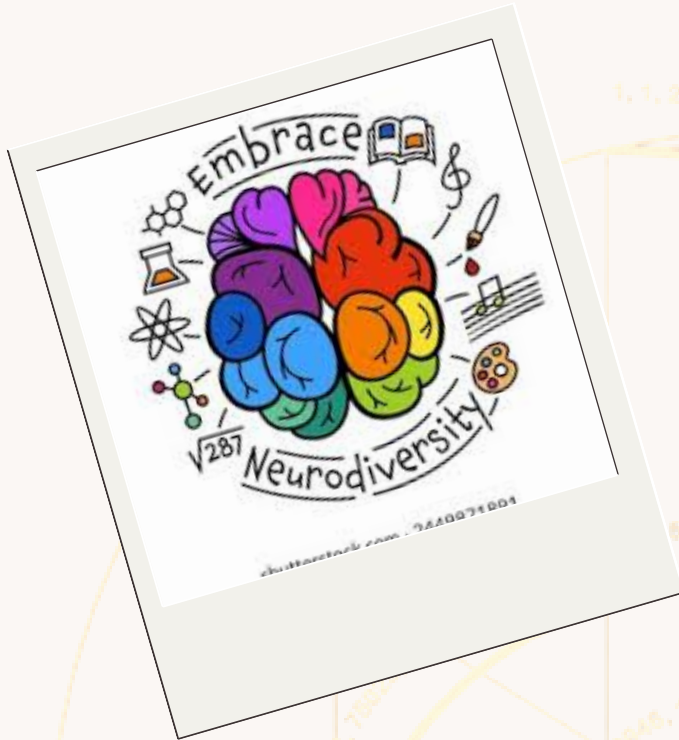
NHS 24 (non emergency): **111**

Police Scotland (non emergency): **101**

Hope Point - 24/7 support
0800 955 0008
Text: 01382 604123

 Support. Recovery. Community.

TWO PILOTS, ONE BLUEPRINT



Neurodivergent Women and Data Programme (PILOT)

15-Week Programme

October 2024 – March 2025

12 Learners

PDA Data Science

SCQF Level 7

Women and Data Programme (PILOT)

18-Week Programme

October 2024 – March 2025

14 Learners

PDA Data Science

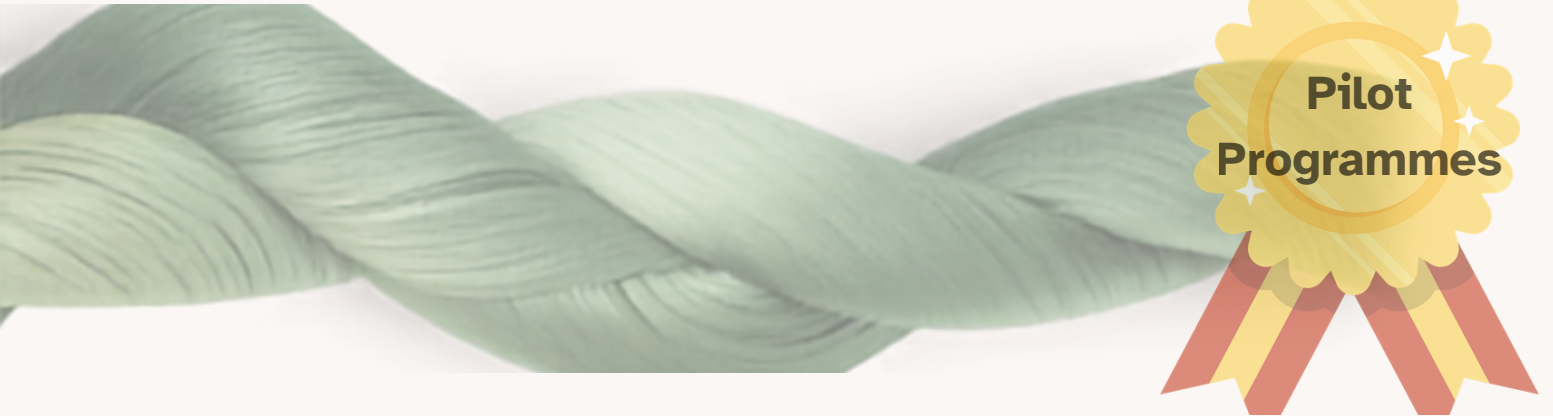
SCQF Level 8



Two accredited programmes.

One team.

Existing side by side, intertwined, flexible



THE GOAL

Two SCQF accredited programmes, Neurodivergent Women and Data and Women & Data, delivered together across the region by the same four industry and education experts. One team, not two, building both pathways into work at once, proving partnership scales further than any single programme.

EMPATHY & IDEATION

Learner need shaped both programmes: PDA Data Science Level 7 builds data skills for those already working with data in their role, while Level 8 supports learners moving into specialist data analysis or a career change into the field. Designing them together meant lessons from each shaped the other in real time as the team built both.

THE CHALLENGE

Two accredited curricula. Two learner groups. Two SCQF levels. Overlapping timelines from October 2024 to March 2025 meant building both pilots side by side, learning from each in real time, not one after the other, under real pressure and real deadlines throughout.

EMBED

Shaped continuously by learners and employers, this iterative model embeds sustainable, locally rooted practice that strengthens community wealth for the long term, informed throughout by accessibility thinking for pace, flexibility and delivery mode, so what works keeps working well beyond the pilot itself.

Nuria Shaped the Design

Nuria works in learning accessibility at The Data Lab. She is autistic, and she is open about it. That lived experience is not incidental. It is exactly why her work matters so much. She does not see access as theory. She sees it as something she has lived. Bianca and Frank already knew her work. They had seen what she was building. So they reached out to her directly. Not a cold introduction, a genuine one.



Image credits: Nuria Fraile-Diaz

“I personally gained a lot from the course, with both tech and human skills. I’m extremely grateful to the tutors who’s guidance helped to build my self-confidence and who provided a learning space where I felt I could thrive. Learning in a neurodivergent centred way was a game-changer for me. It’s courses like this that are creating meaningful change by empowering neurodivergent women to enter into a field that needs diverse voices more than ever.”

Katherine



Karen's Real-World Code



Karen brought futureCoders to the programme, teaching learners to code using real scrum and agile practices, the same methods used in industry. Their weekly Code Canteen, a free space where online learners code together, was extended into our sessions. Karen, alongside tutor Liz Vassell, brought dedication that, paired with futureCoders' proven model, deepened the confidence and connection learners felt throughout.



"Excellent support and teaching by Karen. I am very grateful for being part of this course. This will help me in shaping my career."

Richa, Software Test Engineer

"The support and dedication from our tutors made all the difference in my learning. Karen and Liz, who led the programming with data strand of the course, brought outstanding knowledge and commitment to every session. Their guidance gave me the confidence and skills to move forward in my career."

Dominika, Proteomics Technician



Empathy First, Always



Three programmes. One shared method used throughout. Every course started the same way. Not with a curriculum. Not with a syllabus. It started with a question. Who is being left out. Why are they left out. That single question shaped everything else. It shaped the content. It shaped the delivery. It shaped the support around learners. Curriculum only came after that. This is design thinking in practice. Not a slogan. A working method. Applied three times. With three different teams. In three different communities.



"The human skills sessions surprised me. They focused on communication, empathy, wellbeing, and creative thinking, things often overlooked in technical fields. I learned that without looking after yourself, mentally, physically, and emotionally, it's hard to perform well or move forward. In data roles, it's not enough to analyse numbers or write code. You need to understand the problem, communicate clearly, and work with empathy. These human skills still matter, even as AI becomes more common."

Judit

Built With, Not For

Before writing one single unit, we asked why. Why so few neurodivergent women reach data careers. That question became our starting point. Not an afterthought. Not an add-on. It became the whole foundation. Every choice we made came from it. Every resource. Every session. Every support structure. This is what empathy first looks like in practice. Ask before you build. Not after. Understand real barriers first. Then design around them properly. That order matters more than people think. It changed everything about this pilot.



"Bianca's warmth and enthusiasm made everyone feel supported. Working in partnership with the technical training, her human skills sessions, encouragement on my CV and LinkedIn presence were major factors in gaining my current role. Her insightful, personalised feedback built my confidence and clarity. She remains a constant inspiration, empowering others through teaching, art and technology."

Amanda, Information Co-ordinator

"The programme gave me lasting self-confidence and made a genuinely positive, lasting impact on my career and future."

Chenjing, Support Consultant

Designed With Purpose

Neither programme was our first attempt. The same design method built both. Start with community. Start with empathy. That approach was already proven elsewhere. One programme was open to any woman across wider Tay Cities who identified as neurodivergent. One opened to any woman living in Dundee. Different eligibility, shaped around different needs. Yet over three quarters of all learners across both programmes identified as neurodivergent. The method built for the fringes reached far beyond one programme alone.



"This programme was a turning point in my transition into data. The SQA accreditation gave my CV a recognised boost, something no unaccredited online course could offer. The programming was intense, taking me from zero experience to full analysis cycles, but the tutors' knowledge and real, hands-on support made it possible. I gained genuine skills, lasting community and real confidence for my data career."

Jo, System Analyst

"Thanks to the project team, I secured a job at a large multinational organisation, gaining real experience and confidence in a genuinely exciting new role."

Alona, Data Analyst

What We Created

Design thinking. Partnership. Community. None of these alone would be enough. Together, they built something that actually works. Empathy first, every single time. Trusted partners, working together for years. Community at the centre of every decision. That combination is not common. It is not easy to build either. It took real relationships, built over real time. This section has shown how it happened. What follows shows what it achieved.

Programmes only matter if lives actually change. That is the real measure of success. Not numbers alone, not certificates alone. Real women, in real jobs, right now. The following words are theirs, not ours. What this work meant to them directly. What changed because of it, in their own terms. This is the clearest evidence there is. Design thinking, partnership, and community, proven in practice.

"This course truly exceeded my expectations. The teaching was clear, well-structured, and easy to follow, with a patient tutor always ready to help. Support was outstanding, prompt, professional, and consistent throughout. The content flowed logically, step by step, making learning easy. One of the best courses I've taken, delivered to an exceptional standard."

Shaziye, PhD Researcher in RF & Microwave Engineering



"The Women and Data programme gave me real, practical skills and the confidence to build a career in data. It's a rare opportunity for women who wouldn't normally have access to this kind of training, backed by tutors who were knowledgeable, encouraging, and genuinely invested in our success. I'd recommend it without hesitation to any woman looking to build a future in data."

Taylor, AI Evaluation Specialist

Data Skills For Work

6 Week Courses

Various Data Skills Courses

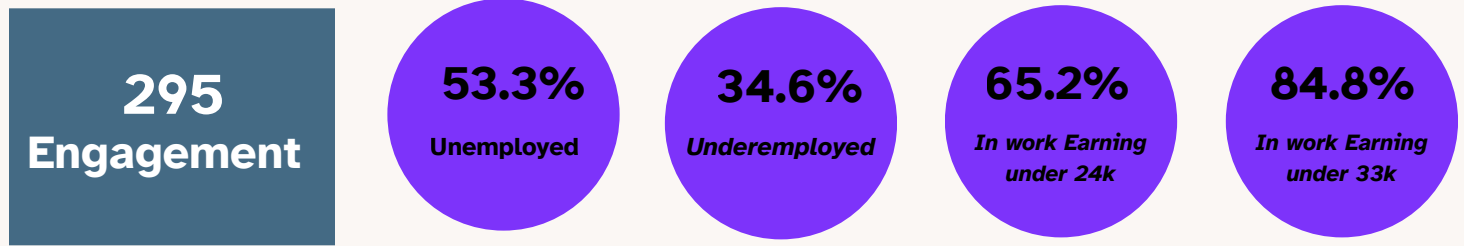
2024 – 2026

SCQF Level 7 / Level 8



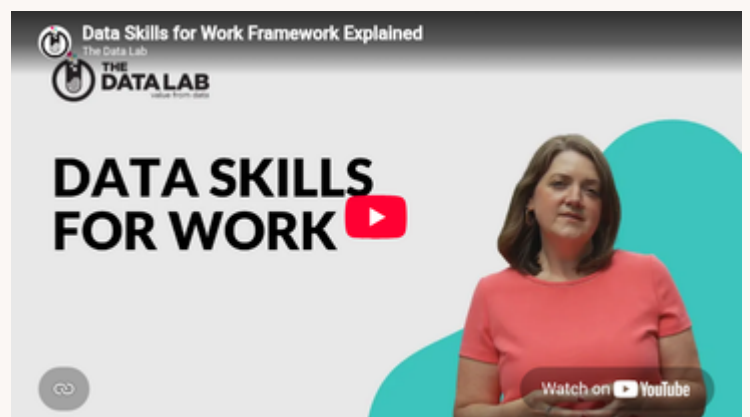
Six Weeks. Real Change.

Learner Demographics: Who started our Tay Cities Data courses



Delivered through Data Lab's Data Skills for Work. Real skills. A way out of poverty.

Six week accredited courses in data, delivered through Data Lab's Data Skills for Work. Built around real lives, not the other way round. Learners keep working. Keep caring. Keep coping. And still walk away with a genuine qualification. More than half our learners start unemployed. Most of the rest are underpaid, doing work below their skill level. This is exactly who these courses are built for. Every course carries real SCQF accreditation. It stacks. One short course becomes a foundation, not a dead end. We've delivered accredited programmes and courses across the most sought-after data and AI skills: Python, Excel, SQL, GIS, Applied Statistics, Automation, AI, and Marketing and Data, equipping learners with genuine, employer-recognised expertise for a changing workforce.



"This course has been truly empowering. It helped me build confidence and gain practical data-handling skills that prepared me for Higher Education. The tutors were approachable, supportive, and inspiring, creating a motivating environment where I felt encouraged to succeed. This gave me confidence to take the next steps in my journey and provided skills that are immediately applicable. I'm so grateful to the team for creating such an impactful experience to support women returning to learning and work."

**Nikita: Data and Excel Course
SCQF Level 7**

Python With Data Course

Python is the backbone of modern data work. It powers everything from simple analysis to advanced automation, with demand growing across every industry. Learning Python isn't a niche technical skill anymore, it's a genuine future skill, as fundamental as literacy or numeracy will become. Our six week course gives learners real, working Python skills, fast. Learners can start with our Introduction to Python course(SCQF Level 7) or move directly onto Python With Data (SCQF Level 8).



Python is also the language behind most modern AI tools. Understanding it opens the door to how AI actually works, not just how to use it. As AI reshapes every sector, learners who understand the code underneath it hold a real advantage. This course doesn't just teach programming, it builds the foundation learners need to keep pace as AI advances. It's a skill that keeps paying forward, opening doors few other short courses can.



"The Python course was truly transformative for me. I had never done any programming before, but the teachers were incredibly knowledgeable and approachable, making even complex concepts clear and accessible. At a time when I was unemployed, the course gave me practical skills, confidence, and a clear direction for my career. I not only gained a solid understanding of Python and programming fundamentals, but I also learned how to apply these skills in real-world situations, opening exciting new opportunities in the field of data."

Valentina, Principal Consultant.

Working With Data Excel Course

Excel remains the single most used data tool in work. Every sector, health, retail, finance, charities, local government, relies on it daily. Yet most people only scratch the surface of what it can do. This course changes that, moving learners from basic spreadsheets to genuine data analysis, taking messy, real-world data and turning it into clear, usable insight. It's a skill nearly every employer needs, and most workplaces need someone who can use it properly.

Beyond Excel itself, learners build skills in Power BI and Power Automate, turning raw numbers into clear visual dashboards and automating repetitive work nobody wants to do by hand. We also introduce how AI is being built directly into these systems, from smart suggestions to automated reporting. Learners leave this course not just comfortable with data, but genuinely ready for where these tools, and the workplaces relying on them, are heading next.



"I came to this course with no background in tech, thinking I might pick up a few Excel tricks. Instead, I discovered a genuine love for working with data. I really enjoyed problem-solving with data, it made me feel really calm. That discovery has opened up a whole new career path for me."

Polina, Excel and Data Course SCQF Level

Marketing And Data Courses

Our Marketing and Data course is delivered by Tess, bringing together creative marketing thinking with real, practical data skills. It's the final course learners take in our Data Skills for Work programme, and one of the most in demand. Learners design and run a real lead generation campaign start to finish, using data and AI tools to sharpen every decision. Rather than guessing what works, learners learn to test, measure and adjust, using data and AI to generate leads and drive sales.



Noelle completed our 'Get Leads in 8 Weeks' course'. It was an online programme for people looking to gain marketing and enterprise skills.



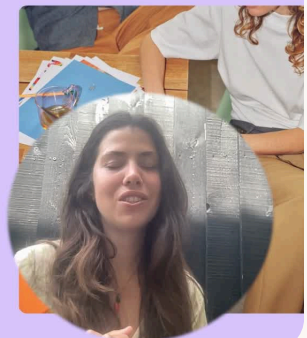
Code
Divis on

NOMADALBA
SCOTLAND REWIND | SKILLS TO THRIVE

GET LEADS in 8 WEEKS

Create a bold lead generation campaign, using video and email marketing - for small businesses.

Presented By:
Tess O'Shea



"I joined the course to improve my English. Although I had some experience with social media marketing in Ukraine, this programme gave me a complete view of the digital landscape. Thanks to the skills I gained, I secured a job in Scotland and was able to apply a wide range of new tools and strategies. Tess was incredibly dedicated, knowledgeable, and inspiring, her teaching made a real difference. This short course truly helps people restart their careers, and I'm now working as a digital marketer in Canada, and I love it!"

Maryna: Data and Digital Marketing Course SCQF Level 7

FUTURE SKILLS

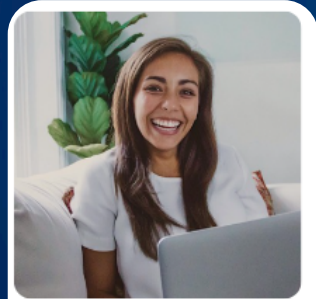




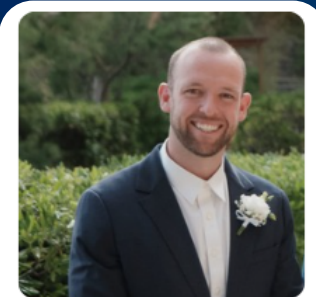
Ukrainian • Arabic • Scottish Gaelic • Irish Gaelic

Background on Legesher:

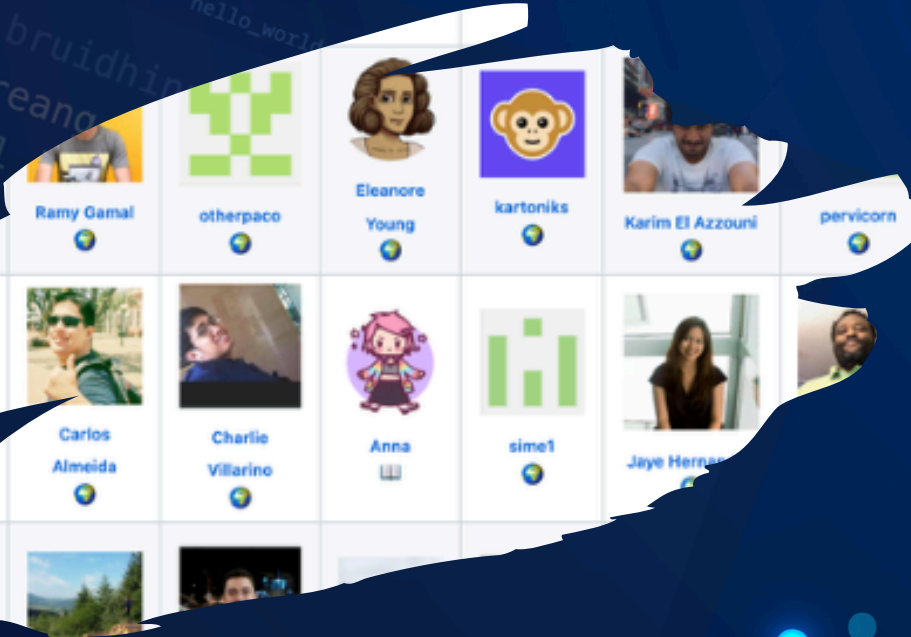
Legesher is a global tech company founded by Madi Edgar, building genuine non-English coding languages. Mainstream languages like Python are built on English keywords, because of who designed them, not because code demands it. Legesher is changing that, growing an open source community spanning fifty one languages, with hundreds of contributors writing code in their own words.



Madi Edgar
Founder & CTO



Josh Edgar
CPO



Bianca and Frank are now partnering directly with Madi Edgar on Code in Your Language, forming a genuine new partnership built around two clear, shared objectives:

- **Build four new SCQF accredited online Python courses in Ukrainian, Arabic, Irish Gaelic and Scottish Gaelic, launching September 2026.**
- **Set up a series of community jams and design-a-thons, building a new programming language from the community up.**

THE DESIGN TEAM



BIANCA PEEL
HUMAN SKILLS



MADI EDGAR
PYTHON SKILLS



FRANK DUFFY
ACCREDITATION

[Instagram Reel 1](#)

[Instagram Reel 2](#)

Inner Development Goals • CASEL • UNESCO AI Competency Framework

Background on the unit:

Human Skills and AI is a new SCQF accredited unit, built for a world where AI is already everywhere. It weaves together three respected frameworks, Inner Development Goals, CASEL's social and emotional learning, and UNESCO's AI competency framework, into one clear structure. Learners move through a simple thread: notice AI, understand how it works, then use essential human skills no machine can replace.



This accredited unit, qualification and resources are ready now and can deliver directly into:

- Schools: builds AI literacy early, preparing pupils for a changing world.
- Colleges: equips learners with practical skills employers already need today.
- Communities: closes the digital divide, keeping no one left behind.
- Employability: helps people secure sustainable, skilled jobs in a changing economy.

We are ready now to deliver this course, run co-design days, train the trainers, and build it together. AI is already reshaping work, education and daily life. Organisations and communities who start now gain real accreditation and skills that keep pace, rather than catching up once the gap has widened further.



Co-Designed by:

Edinburgh College



David Hiddleston
Curriculum Manager

NomadAlba Collective



Bianca Peel
Human Skills

Code Division



Frank Duffy
Data & AI Skills

Built On What Works



Our USP (Design Thinking):

Every programme starts with design thinking, not a curriculum. We listen to communities first, naming real barriers before a single unit is written. That's not just our method, it's our USP. No other data and AI skills programme in Scotland, the UK, or beyond is built this way, from the community up, not handed down.

Section 2 — Why Engage Now:

- The Gap Is Already Open
Somewhere right now, a community without this is falling behind. Data and AI skills shortages don't wait for funding cycles.
- The Only Model We Know Of Years of delivery. No comparable programme we're aware of exists in Scotland, the UK, or further. This isn't one option among many.
- Act Before The Cost Rises Every year without a genuine pathway is a year of lost potential. Work with a system already built and proven to close it.



"I completed the PDA in Data Science with Code Division in 2020 to 2021, while working full time with NHS Lothian. Afterwards, I applied for the Data Manager role in my team, something I could not have done without the course. By 2023, I had become a Business Intelligence Analyst at Edinburgh University, and I have now moved into a Data and Analytics Consultant role with Rupe Ltd in London. I still love Power BI, and will soon deliver training myself, inspired by Code Division instructors."

Kelsey, Data and Analytics Consultant

IMPACT TESTIMONIAL

"During my postgraduate studies, I had no foundational knowledge of coding. I relied heavily on pre-written code from my lecturers, and while I enjoyed the work, I was aware of the gap in my understanding. I wanted to build that knowledge from the ground up and write my own code.

After graduating, I found Code Division on Instagram, applied, and was accepted into a cohort. My first call with Frank gave me a clear picture of the programme's structure, but what caught my attention was the emphasis on human development. This was not just a coding course. It built confidence and professionalism, developed my online presence, facilitated networking, and offered job application support and mentorship. For someone who struggled with self-belief due to limited technical knowledge, that holistic approach made all the difference.

Within months, I was working on real projects, cleaning, analysing, and visualising performance data using Python, Power BI, and Excel, skills I had none of before I started. Every skill I had dreamed of acquiring became a reality, thanks to my tutors: Frank, Bianca, Karen, and Liz. I cannot thank them enough.

My tutors recognised my progress and encouraged me to apply for senior roles. I took that advice, and I am now a Compliance Officer at HMRC, having transitioned from customer service. In this role, I clean, analyse, and interpret data, identify risks within customer records, and collaborate effectively with my team. I communicate findings clearly to stakeholders and customers, a skill invaluable in compliance. The planning and organisational skills I developed have directly shaped how I manage my workload and prioritise tasks.

What makes this programme special is that the support does not end after completing it. Bianca still checks in on me, and that level of care is rare. I am forever grateful, and I wholeheartedly encourage anyone with a similar background to go for it. You do not need prior knowledge of data or coding. If I can do it, anyone can."

Lucy, Compliance Officer

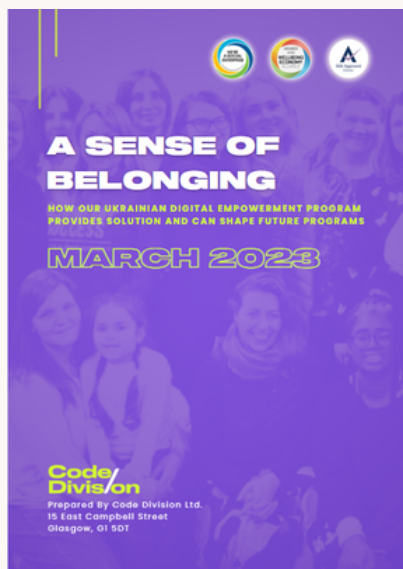


LET'S BUILD THE NEXT CHAPTER TOGETHER

Partner with us to bring Future Skills Pathways to your community, region or organisation

ENGAGE@CODEDIVISION.CO.UK

OTHER REPORTS



Get in Touch

Frank Duffy, Code Division
On behalf of the Women & Future Skills
partnership — Katarina Svistseva (The Data Gals)
and Bianca Peel (NomadAlba Collective)

