2022

ANNUAL REPORT

The **Aj Ty v IT** (You Too in IT) civic association was founded in 2012 with the aim to motivate and support girls and women in their interest in information technology. Our goal, expressed in the motto "technology has no gender", is to ensure that women are not left on the sidelines, but become a direct part of the technological future. Through our activities, we are breaking down societal stereotypes about women in IT, building a community and educating girls from 8-year-olds through secondary school girls to women and teachers through special educational programmes. We also cooperate with IT faculties of universities.

Our target group includes
GIRLS AND WOMEN all over Slovakia.

We motivate   **We educate**   **We build a community**

In a fun and creative way, we encourage **the youngest girls** to take a natural interest in IT and show them that this world can also be close to their hearts. At the same time, we are trying to prevent stereotypes that they might encounter in their environment.

We support **secondary school** girls in their interest in studying at faculties of information technology and, at the same time, help them acquire a set of basic and advanced IT skills that will facilitate their entry into the labour market.

We offer **women** the opportunity for further growth and development or career change, either by upskilling or reskilling through training courses.

We also focus on **educational activities for teachers of computer science**, who we want to help in creating interesting content for the classroom.

WHY DO WE DO IT?

We often see reports of a lack of IT professionals, with the lack of women in the IT sector being an issue in its own right. We decided to change that.

- When we started in 2012, girls made up only 3 to 5 percent of the total number of students. We were sorry to see them miss out on a lot of great options and opportunities. And although this figure has risen to 15 per cent in the first ten years of our association's existence, we still have a long way to go. But we are not just about numbers or meeting quotas. Missing girls in IT faculties are later missing in work teams developing new technologies.

- Technology affects all of our lives, but if it is to help everyone, it is important that it be created by diverse teams – both men and women. Only then will the resulting products reflect the needs and life experiences of a wide range of users. And by strengthening the presence of women in the IT sector, end-users and users in general will benefit.

- We were led to create an education system primarily for women and girls by research findings that confirmed that creating all-girl groups has a positive impact on the growth of their motivation. The reason for the lack of interest in computer science classes is often the fact that girls have a hard time asserting themselves in mixed classes with a strong dominance of boys. Girls' weaker interest in computer science leads to low interest in studying at IT schools and insufficient IT competences, which make it difficult for them to enter the labour market. Our goal is to give them access to quality education with the opportunity to increase their value in the labour market.

Our activities thus bring a new dimension to IT education for girls and women and its effect manifests itself on several levels.

Petra Kotuliaková, Founder:

" Our goal is to ensure that all girls and women in Slovakia have access to quality IT education without any barriers. "

HOW WE WORK

The deeper we explore this subject, the more problems we find. Therefore, we have gradually evolved from working with secondary school girls to educating women and eventually girls as young as 8 years old. At the same time, we strive to make our projects as barrier-free as possible, so that geographical or economic circumstances do not stand in the way of their interest in IT. That's why we offer all our activities for young girls and secondary school girls free of charge, and we offer women's education at non-commercial prices with the option to spread out payments.

What does it look like in practice?

" I am glad I took part in the Scratch workshop. Thank you for supporting girls in IT. "

THE YOUNGEST GIRLS

For girls **aged 8 to 14**, we provide both public workshops and demonstration activities in primary schools. In 2022, 2,297 primary school girls completed our education.

MICRO:BIT	Basics of programming with a minicomputer
OZOBOTY	Basics of logic with pen and paper
LEGO ROBOTY	A clear and playful path to programming
SCRATCH	Block programming language ideal for first coding
CANVA	Basics of graphic design in a simple web tool

Our flagship projects in this target group include:

ENTER	An educational programme that aims to enable schools to use the latest innovations in teaching computer science through both micro:bits and the necessary teaching methodologies. It provides students and parents with practical guidance and teaching materials and enables teachers to gain the skills and experience they need.

SCRATCHATON

A creative Saturday workshop where we teach girls the basics of the Scratch programming language, while discussing with parents over breakfast the possibilities and prospects for their daughters' future careers.

SCRATCH MATCH

The Scratchaton is followed by a competition in creative programming of a computer game, animation or story. The aim of the competition is to motivate the youngest girls to explore technology through fun block programming in Scratch. The girls compete as individuals or in teams and work on the project over several months. The projects are evaluated by an expert jury and the best ones are selected for the finals. Due to the ongoing pandemic measures, the final of the 2022 competition was held online only.

SECONDARY SCHOOL GIRLS

Whether girls **aged 15 to 19** decide to go on to university or not, we help them gain a set of essential IT skills and prepare them for the future world of work through a series of workshops, courses and activities. We regularly come and organise demonstration workshops on a variety of topics, including in secondary schools. We are expanding the content of computer science lessons and showing the new opportunities that IT offers for studies and careers. In 2022, 2,927 girls participated in our secondary school girls' events.

Our flagship projects in this target group include:

GIRL'S DAY

Girl's Day is our longest running event, connecting IT companies and organisations with secondary school girls across Slovakia to motivate them to study computer science and pursue a career in this sector. The event is also part of the celebration of the International Day of Women and Girls in IT, which is celebrated worldwide on the fourth Thursday of the fourth month. In Slovakia, it has been sponsored by our organisation since the beginning. In 2022, because of pandemic measures, we held it as an online event, watched live by 1,800 girls.

CODING CLUBS

The Aj Ty v IT Coding Club takes the form of a long-term course, the main goal of which is to provide girls with deeper knowledge in a selected IT field. After the pandemic, we relaunched this concept in the form of an online course attended live, and we go to secondary schools with a demonstration workshop on the topic.

SECURITY GIRL

The goal of the Security Girl project is to empower secondary school girls and boys with sufficient knowledge about cybersecurity by training and building a network of Security Girls – community security ambassadors trained by us.

SPOZNAJ IT faCOOLty

The Spoznaj IT faCOOLty (Get to know IT faCOOLty) project is aimed at presenting the study of information technology and related fields to secondary school girls. The aim of the project is to create an opportunity for them to spend one day at an IT faculty accompanied by a mentor (student of the faculty), during which they will attend lectures, practical exercises and get to know the environment and atmosphere at the faculty.

Miriam, secondary school student

❚❚I received a lot of information at the workshop – the main being that it's not just about writing code and programming, but that it opens up a lot of different paths to take. ❚❚

WOMEN

Developments in the labour market show that without digital skills it will be increasingly difficult to find a job. That's why we help women gain or improve their basic IT skills through one-off workshops and short courses. To change their career path, we offer long-term courses designed to enable them to apply for junior positions in the field after completion.
A total of 1,825 women have completed our women's education.

Our core activities in this target group include:

DIGIWOMEN

The DigiWomen video course is designed for women who want to learn digital skills and get the prerequisites for further education in IT. Office 365 basics and extensive knowledge of Excel are the foundation of IT skills and will enable participants to gain confidence for further career advancement.

Kristína, *adult course participant*

"I want to thank you all. I went into this course with absolutely no IT knowledge and now I'm here and I have a job. You have fulfilled what I expected from this course :)"

DJANGO GIRLS

After the pandemic, we returned to organising a one-day intensive Django Girls event, during which participants learn the basics of web development in Python and the Django framework.
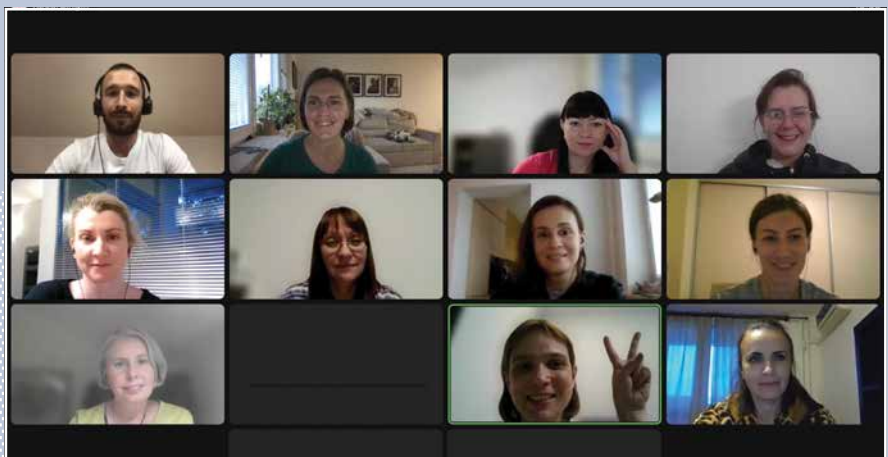
WOMEN ACADEMIES

The aim of our academies is to prepare participants for specific junior IT positions or to help them acquire IT skills they can use in their current job. The intensive courses include both theoretical and practical parts so that the participant gets oriented in the field, learns the processes, gains practical skills, and we verify her knowledge by certification. In 2022 in our academies, we went over topics such as software testing, data analysis, SQL, UX, cybersecurity, HTML, CSS and JavaScript, and Machine Learning.

WOMEN TESTER ACADEMY FOR WOMEN FROM UKRAINE

After the outbreak of the war in Ukraine, we wondered how we as an organisation could help, so we decided to offer our Women Tester Academy to women from Ukraine. We translated the content into English and 14 participants completed it in the autumn of 2022. Some of them have already found a job as software testers or in another IT field.

COMMUNITY MEETINGS

Since most of our courses for women are online, we organise community meetings in different cities in Slovakia where they can meet our team, course participants, lecturers and partners of Aj Ty v IT.

TEACHERS

We empower teaching staff through specialised IT training. Thanks to our TECHLIB technical library project, we give them free access to hardware they can use to test and extend their own skills or use to enrich children's learning in their classrooms.

ANNIVERSARY OF AJ TY V IT

We have been changing Slovakia for 10 years

In 2022, Aj Ty v IT celebrated 10 years of its existence. From the clear idea and initiative of our founder Petra Kotuliaková grew an organisation in which today 25 people help girls and women fall in love with IT and acquire digital skills. During the **10 years of our activity, more than 30,000 girls, women and teachers** from all over Slovakia have completed our workshops, courses and academies.

AWARDS

2021   **AIVD ADULT LIFELONG EDUCATION AWARD**
awarded by Asociácia inštitúcií vzdelávania dospelých
(Association of Adult Education Institutions) in the Educational Project category

2020   **NOMINATION FOR THE UNESCO**
Prize for Girls' and Women's Education

2020   **EUROPEAN WOMEN IN TECH**
awarded by the Department for International Trade of the British Embassy
in the Tech Inclusion Award category
Award for the founder and director of Aj Ty v IT, Petra Kotuliaková

When we started raising the topic of girls and women in IT in the autumn of 2012, there was such a small handful of girls in IT faculties that you could easily overlook them. The situation of women in IT companies was similar. Yet we have often heard that we are solving a non-existent problem. But we didn't give up.

When I look back over those ten years, I see the enormous amount of work and effort that is behind us. We have achieved a lot. We have not only changed the numbers in IT faculties, we have also started a change in how society perceives the presence of women in IT. Today they have their place in it. And the girls and women themselves have also changed. Thanks to us, technology has become an integral part of not only their professional but also their personal lives.

We still have a lot of work to do, but I am proud that in the first decade we have managed to build a strong and viable organisation with a great team of people, who care about ensuring that we all have equal opportunities and access to technical education. That we have managed to create a community of people, partners and companies with whom we share the same views and who are helping us change Slovakia.

For me personally it's a dream come true. I am fully aware of this when I see our results, or read and listen to the reactions of girls, women and organisations to our activities. I work with people I respect a lot, whom I like to talk to and laugh with. Thank you all.

Petra Kotuliaková

SLOVAK WOMEN IN TECH 1.0

On the occasion of the 10th anniversary, we decided to establish a new tradition and organise the first IT conference about women and for women – **Slovak Women in Tech**. We conceived it as a celebration of our birthday and prepared a programme for all our target groups in the premises of Nová Cvernovka in Bratislava. Girls from both primary and secondary schools had the opportunity to take part in a programme full of technology-assisted mystery-solving, while we talked to their teachers about teacher training opportunities. We welcomed women to a panel discussion and then at the Diversity Café, where they had the opportunity to talk to companies about their career opportunities. And we ended the day with a gala evening.

The conference also included the presentation of the results of the Ženy v IT (Women in IT) survey, in which we focused on women as a target group for employment in the IT sector and also on their current potential for employment in technology positions. The survey found that as many as 26 percent of respondents were considering a career change in the next twelve months, but only around a quarter of them could imagine a career in technology. Respondents most frequently indicated the fear of failure and the lack of knowledge as the main obstacles. This answer was given by as many as 24 percent of respondents. The next most frequent barriers identified by respondents were the time demands of the job or the constant need for training.

More information about the survey:

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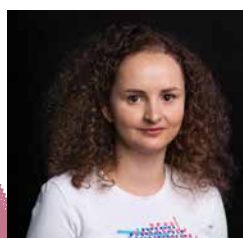
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OUR 2022 RESULTS IN NUMBERS

TARGET GROUP	NUMBER OF EVENTS	NUMBER OF PARTICIPANTS	NUMBER OF HOURS TAUGHT
Primary schools	233	3,147	556.25
Secondary schools	108	3,062	199.85
Adult women	71	1,831	1,239
Teachers	27	350	74.5
Lecturers	2	12	4
Public	8	1,131	–
TOTAL	**449**	**9,533**	**2,073.6**

ECONOMIC PERFORMANCE FOR 2022 (IN EUR)	54,513.25
Total Revenue	**673,356.95**
Total Expenditure	**618,843.70**

TOTAL REVENUE FOR 2022 (IN EUR)	673,356.95
Contributions received from other organizations	306,844.70
Contributions received from individuals	60,772.28
Contributions from the proportion of tax paid	18,292.86
Revenue from the sale of services	286,875.41
Other additional revenue	571.70

TOTAL EXPENDITURE FOR 2022 (IN EUR)	618,843.70
Expenditure related to the organization of educational activities and events for primary and secondary school girls, adult women and teachers	**557,639.66**
Material consumption	22,045.00
Travel	14,906.66
Representation expenditure	1,613.75
Other services	519,074.25
Salary expenditure (lecturers, methodologists, technical support at events)	**53,993.86**
Labour expenditure	40,583.97
Mandatory social insurance and health insurance	13,409.89
Other expenditure	**7,210.18**
Other taxes and fees	228.76
Contractual fines and penalties	15.50
Foreign exchange losses	894.70
Other additional expenditure (VAT, bank fees)	4,631.70
Depreciation of intangible and tangible fixed assets	1,439.52

We are able to achieve our mission and goals with the support and assistance
of the following partners:

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