Ireland's Ecosystem for
Diversity in STEM

An overview of the programmes and initiatives which attract, retain and promote diversity in science, technology, engineering and mathematics.

IDA Ireland

Attract

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30 programmes and inititatives

that **inspire female participation**

in science, technology, engineering

and mathematics.

Attract

1. BT Young Scientist
Irish school science competition held annually since 1965. 4,251 students from 383 schools across Ireland competed in 2018, and 60% of entrants were female.

2. Code First: Girls
A not-for-profit enterprise that collaborates with industry & academia to offer free parttime coding courses for young women/university students across the UK and Ireland. Since 2014, CF:G have delivered free coding courses to 5,000 women across the UK & Ireland.

3. Coder Dojo
Founded in Cork in 2011, Coder Dojo is a global movement of free, volunteer-led, computer programming clubs for young people, with approx. 260 dojos across Ireland.

4. Connecting Women in Technology: Digital Futures
A one-day workshop delivered by CWIT to secondary schools promoting careers in tech.

5. Dublin Institute of Technology: Computing Academy
An annual workshop which provides a practical introduction to computer science for 50-60 transition year students. 50% of participants are female.

6. Dreamspace at Microsoft Ireland
10,000 female students have engaged with Dreamspace Ireland over the past 6 years, participating in interactive workshops designed to demonstrate the potential of technology.

7. ESB Science Blast
A non-competitive programme for primary school classes that invites children to investigate the science behind a simple question that interests them from the world they inhabit.

8. GirlsHack Ireland
A programme which aims to generate knowledge & interest amongst girls to pursue STEM through creative, interactive learning. "Hackathons" host around 100 girls at a time.

9. Girls into Geoscience
This free one-day event introduces female secondary school students to Earth Sciences and demonstrates the world of careers available to Geoscience graduates today.

10. Hour of Code
A global initiative which aims to stimulate millions of people around the world to learn to code. In 2018, 233 events were registered in Ireland.

11. I WISH
Originally established in 2015 in Cork and since rolled out nationally, I Wish is an initiative to encourage young female students to pursue careers in STEM. To date, I Wish has reached 16,000 female students.

12. Intel Mini Scientists Programme
Primary school students explore science through project-based learning & exhibitions, leading to a Mini Scientist Competition. In 2018, 8,000 students took part from 135 schools across the country.

13. Irish Girl Guides Innovatively Engaging with STEM
A project which focuses on the development of concepts relating to STEM, with girls aged 7-10, in informal settings.

14. Learnit
Learnit partners with LEGO Education to run fun & innovative STEM after-school classes and weekend workshops for children aged 6-16 years old.

15. Math Sparks Problem Solving Workshops
These free workshops, held over a number of weeks, aim to bring the wonder of mathematics to life through interactive & engaging activities and talks.

16. Microsoft's #MakeWhatsNext Programme
Involves a number of different initiatives which highlight the opportunities a career in technology holds.

17. Planeteers
An interactive hands-on education programme that incorporates the science behind climate change and encourages students to design & engineer their own solutions.

Attract

18. SciFest
SciFest is Ireland's largest STEM fair programme for second-level students. The programme operates throughout the entire school year. Being locally and regionally based and free to enter, it is highly inclusive and accessible. In an expanding programme more than 10.000 students participated in 2019; on average, 60% of participants are female.

19. Science Apprentice Book Series
An informal STEM learning initiative for children aged 7-9, funded through SFI and UCD.

20. Science Foundation Ireland: Discover Programme
Supports & develops STEM education & public engagement in Ireland by investing in, developing and extending activity and ability in this area. In 2018, the Programme supported 41 projects in total at a cost of €4.4m.

21. Science Foundation Ireland: Smart Futures
The initiative, in partnership with over 200+ organisations from many stakeholder groups, provides STEM career resources to students, teachers, guidance counsellors and parents in Ireland.

22. Scratch Initiative
This programme provides Scratch lesson plans for primary & secondary schools to teach software development. The Scratch National Competition is open to primary & second level schools in Ireland.

23. Sparkademy
Weekly engineering, robotics, design & game development classes are run by qualified teachers & engineers, serving over 2,500 students aged from 5-15 years old.

24. STEAM-ed
Provides a framework for industry to sponsor their local primary schools to avail of innovative & hands-on educational programmes delivered using a co-teaching model with industry experts.

25. STEM Teacher Internship Programme
Helps teachers educate future students about career paths in STEM by offering teachers paid 12 week internship programmes in companies such as Accenture, IBM, Intel, Vodafone, Microsoft & AIB.

26. STEMettes
An award-winning social enterprise, which since 2013 has engaged with just under 40,000 across the UK & Ireland, encouraging participation in STEM, through school trips to STEM offices, panel events, hackathons, and a weekly club run by young women.

27. STEPS Programme - Engineers Ireland
A not-for-profit outreach programme that promotes interest & awareness in engineering as a future career to students through a portfolio of projects.

28. Teen-Turn
Influences course decision-making processes by informing participants on education and career options and combating stereotypes by changing how girls identify with tech career environments through after school activities & work placements with SMEs and MNCs.

29. VEX Robotics
Participants (aged 8-18 years old) from over 100 schools design, build & program their own robot to compete in an exciting teamwork based competition.

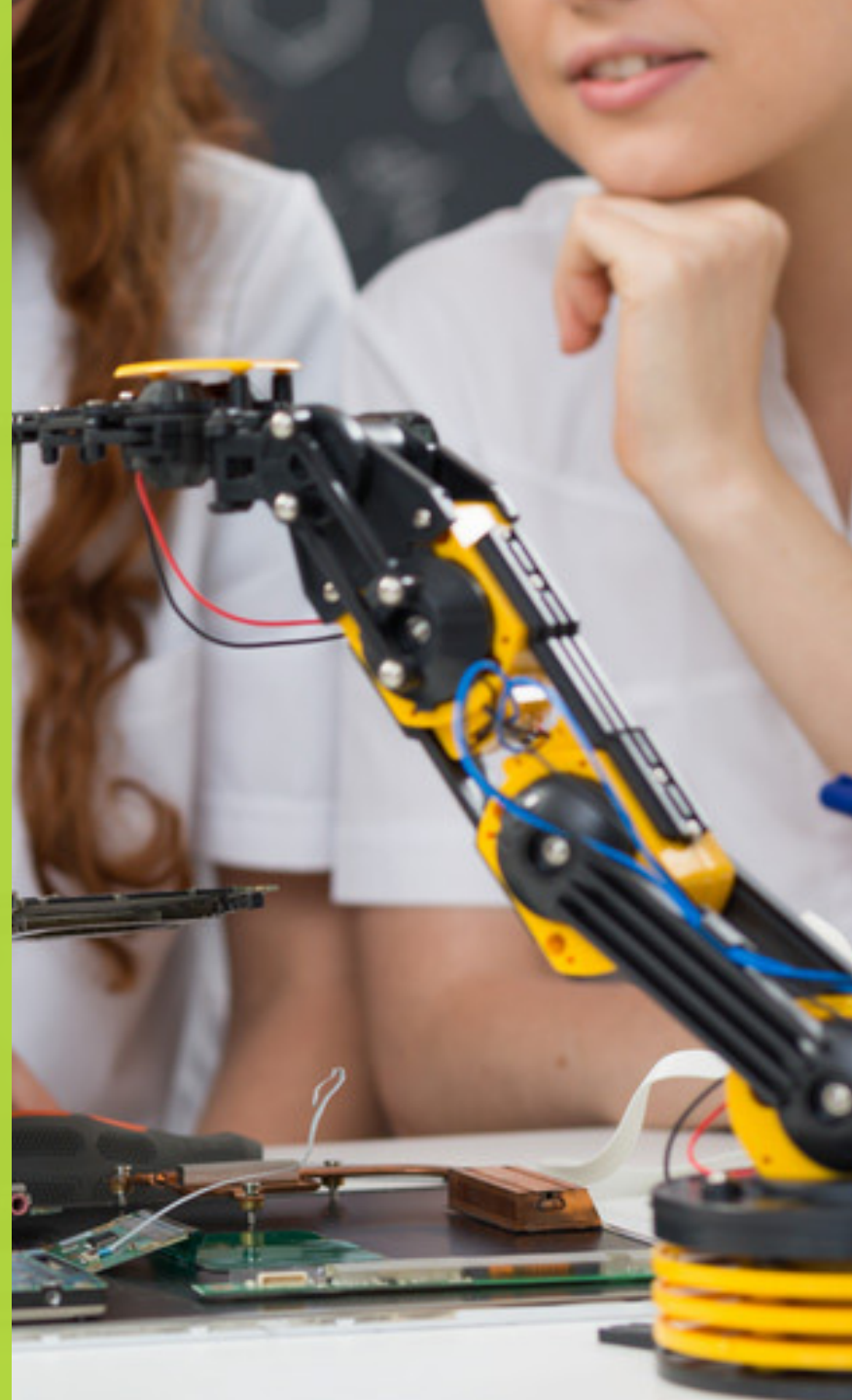### 30. WiSTEM2D - Johnson & Johnson and UCC
This programme seeks to cultivate females' STEM, Manufacturing & Design interests at an early age through creative solving & play.

31. Women KickStart
A Technology Ireland Software Skillnet programme to enable women from non-tech backgrounds in the labour market to convert to technical support, project management and customer support roles in tech companies. For new grads from non-tech backgrounds, women with professional experience in other sectors, and women returning to work after a career break. Hosted by Dell Technologies and other tech companies and funded through the Skillnet Ireland Employment Activation Fund, to increase the supply of female talent to the tech sector.

Retain

12 programmes and initiatives that **engage** females in the fields of science, technology, engineering and mathematics and **encourage** their progression.

Retain

1. All Ireland Linguistics Olympiad
Since 2009, AILO has seen over 22,500 students develop their own strategies for solving problems in fascinating languages from around the globe.

2. CodePlus
An innovative education project which provides extensive coding workshops, industry mentors, teacher support and research to over 600 girls in a network of girls secondary schools.

3. ComputeTY
Over 2,600 students aged 15-16 years old have completed this course, following a choice of streams from Web Design to Java Programming or App Development, since 2011.

4. Dell STEM Aspire
Dell's mentoring programme, which runs across three sites in Ireland, is geared at encouraging female students to complete their studies and to consider careers in the STEM fields, by providing access to mentors and role models within Dell EMC.

5. EsTeEM Mentoring
This programme provides mentoring and support to female students studying Engineering and Computer Science. Run by TU Dublin and supported by Arup, ESB, MasterCard, SAP and Schneider Electric.

6. Girls in Tech Dublin
A global non-profit focused on the engagement, education & empowerment of girls and women who are passionate about technology. Run the "Stepping Up" mentorship programme.

7. Google Women TechMakers (EMEA)
Successful undergraduate & postgraduate students are awarded scholarships of €7,000, based on the strength of the candidate's impact on diversity, demonstrated leadership & academic background.

8. Intel's Women in Technology Scholarship Programme
Intel's scholarship programme encourages women to pursue a career in science & tech, by providing financial assistance and offering internships and placements at Intel campuses.

9. Irish Technology Leadership Group: Young Innovators
A think-tank event brings together 700 second level students from schools across Ireland and winning teams receive an array of prizes with the top award being a week-long internship in the Silicon Valley.

10. New Entrepreneur Programme - Apple
An initiative designed to create new opportunities for app-driven businesses owned or led by women through an intensive technology lab, specialised support and ongoing mentoring.

11. WE.Futures
A Technology Ireland Software Skillnet programme with Skillnet Ireland to support young women leaders in technology and enterprise through a coaching, mentoring and executive development programme. Delivered for tech companies and companies in all sectors who want to develop women tech future leaders. Programme is grant funded for participating companies.

12. Women Reboot
A Technology Ireland Software Skillnet programme to enable women to return to tech after a career break. Programme is aimed at women with ICT experience and qualifications, as well as other experience and qualifications relevant to the tech sector. Hosted by 32 leading tech companies in Ireland to date, in several locations throughout the country. Women ReBOOT programmes are fully funded for companies through the Skillnet Ireland Employment Activation Fund.

Returners Programmes
A number of multinational companies based in ireland run programmes targeted at retaining those who have taken a career break.

+ **Fidelity Investments - RESUME Programme**

 + **J&J Re-Ignite Returnship**

+ **LinkedIn – ReturnIn Programme**

+ **PayPal's Recharge Programme**

+ **Relaunch your Career – Mastercard**

+ **ReSUME – Accenture**

+ **Return & Renew Programme – Hubspot**

+ **Return to Work for Digital Women –**

   Hewlett Packard Enterprise

+ **Returners Programme – Amazon Web Services**

+ **Vodafone – Reconnect Programme**

Promote

17 programmes and initiatives that **elevate & advance** females in science, technology, engineering and mathematics industries.

Promote

1. 30% Club
Over 150 Irish Chairs & CEO's of leading businesses are supporters of the 30% Club Ireland which has set a target of 30% female representation in senior management by 2020.

2. CASTel
Ireland's largest research centre in STEM education, based in Dublin City University.

3. Connecting Women in Technology (CWIT)
A collective network of women from 18 technology companies in Dublin, which aims to attract & retain women to the technology sector.

4. Engineers Ireland
With over 25,000 members from every discipline of engineering in Ireland, Engineers Ireland has focused on increasing female uptake in engineering roles, through increasing awareness and information about the field.

5. House of STEM
A community of LGBTQ+ scientists & technology professionals in Ireland, who organise regular events and have a monthly mailing.

6. Ibec Diversity Forum
Ibec's Diversity Forum brings employers of all sizes and sectors together to share best practice, network and develop policy and practice to support diversity and inclusion. In addition, annually Ibec host a National Diversity and Inclusion Day to showcase work being done to further inclusion initiatives across businesses in Ireland.

7. Irish Technology Leadership Group
A non-profit network headquartered in the Silicon Valley, has an Irish diaspora of 20,000 and runs programmes such as the Women in Technology Group, which seeks to connect women in Tech and encourages mentorship.

8. IT@Cork
This not for profit organisation, representing over 300 member companies with over 30,000 employees in the technology sector, runs a Diversity in Tech series which seeks to support women as they advance in their careers in the tech industry.

9. Network Ireland
Not-for-profit organisation of over 1,000 members from diverse groups from all sectors, supporting the professional and personal development of women.

10. Request a Woman Scientist
Connects a vetted multidisciplinary network of 500 women in science with anyone who needs to consult a scientist for a news story, invite a keynote speaker or panellist for a conference or to collaborate on a project, ensuring that the imbalance of media representation is righted.

11. Science on Stage Ireland
A network of science teachers, a platform for exchanging ideas and teaching ideas. SoS coordinates & promotes Irish participation at a European level and shares teaching ideas.

12. Tech Ireland
A data-driven tech consulting not-for profit based in Dublin. Recently ran a €100 million Campaign, which sought to track female founder funding in Ireland. Also run a weekly "Female Founder" Podcast.

13. Technology Ireland Software Skillnet
The national training network for technology and software companies in Ireland. Technology Ireland's Software Skillnet has a suite of programmes for companies to support women returning to tech (Women ReBOOT), women converting to tech roles (Women KickStart), female future leadership and the Women in Tech conference. 45 leading tech companies have adopted the various industry led programmes including Microsoft, Fidelity, MasterCard, Dell Technologies, AWS, Accenture, Dun & Bradstreet, Liberty IT, MongoDB among others. Technology Ireland Software Skillnet also provides part funding for programmes.

14. Women in Big Data
Encourages women in the Big Data & Analytics fields to connect, engage and grow through events, meet-ups & industry training courses.

15. Women in Technology & Science Ireland (WITS)
An independent, voluntary membership organisation supporting women in STEM with regular networking events, and policy research.

16. Women Mean Business
WMB is a dedicated online space which highlights Irish and International businesswomen & female entrepreneurs.

17. Women Returners Ireland
Launched in 2017, this network provides Irish returning professionals with a range of supports, including information and advice on the growing number of returner roles and programmes in Ireland.

Meet-up Groups & Networks

17 programmes and initiatives that **elevate & advance** females in science, technology, engineering and mathematics industries.
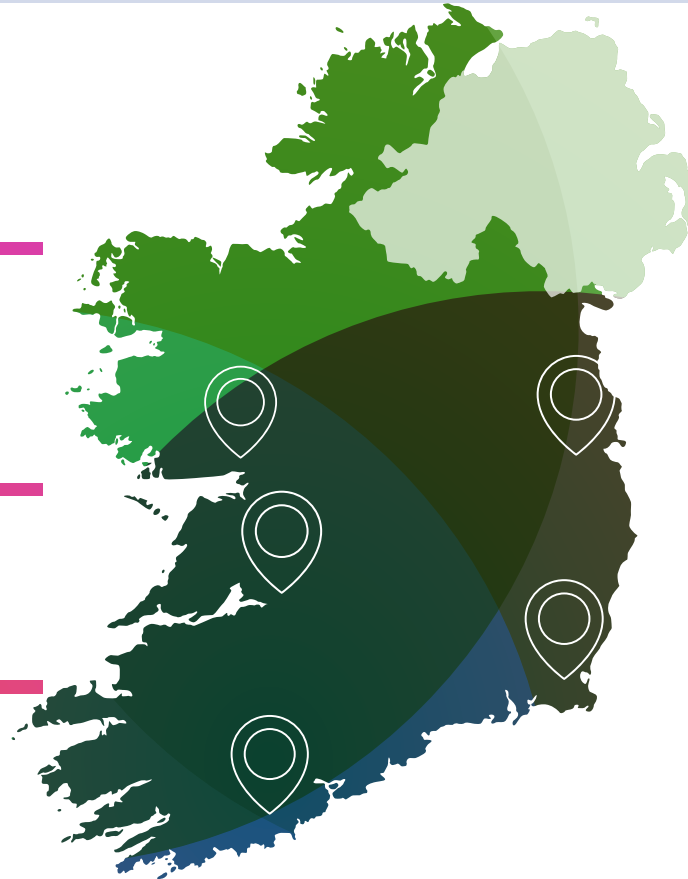
Meet-up Groups & Networks

Galway
Gamecraft
Rail Girls
Women Techmakers

Limerick
Coding Grace

Cork
Gamecraft

Dublin
Coding Grace
HER+Data
R-Ladies
Women in Blockchain
Women of Wearables
Codess
Women who Code
Ladies that UX
Django Girls
Pyladies
Lovelace Space
Womenhack
Lesbians who Tech
Block W
Women in Animation
Rail Girls
Gamecraft

Wexford
Coding Grace

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