

# Women in STEM, Ireland

Q4, 2021

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

Ireland boasts a rich collaborative eco-system that implements targeted programmes to achieve gender diversity in STEM. The focus is on advancing and connecting women to inspire and empower them. The coordinated framework is built around the three pillars of attraction, retention and promotion.



# Attract

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35 programmes and initiatives that **inspire female participation** in science, technology, engineering and mathematics.



# Attract

## 1. BT Young Scientist

Irish school science competition & Technology Exhibition held annually since 1965. It provides the opportunity for young girls to showcase their abilities, while the winner goes on to present their project at EUCYS.

## 2. Code First: Girls

A not-for-profit enterprise that collaborates with industry & academia to offer free part-time coding courses for young women/university students in the UK and Ireland. Since 2014, they have delivered free coding courses to 5,000 women and hope to double the community to 40,000 in 2021.

## 3. Coder Dojo

Founded in Cork in 2011, Coder Dojo a global movement of free, volunteer-led, computer programming clubs for young people, with approx. 60,000 girls having learned to code since its establishment.

## 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

The DreamSpace primary school experience is designed to ignite student's imaginations about what the future may hold. Bring your classroom on a virtual tour of One Microsoft Place before delving into some fun STEM activities that will foster key 21st century skills.

## 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. Girls into Geoscience

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

## 9. Hour of Code

A global initiative hosted in over 180 countries, with 70,246 events registered in 2020, including 80 in Ireland.

## 10. I WISH

I Wish is a ground-breaking community dedicated to driving the power of STEM to female students in Ireland and across the globe. Making a positive impact by fighting for equity for young women in STEM, I Wish showcases the power of science, technology, engineering, and mathematics through innovative year-round outreach activities.

## 11. Intel Mini Scientists Programme

4th, 5th, and 6th class students, explore science through project-based learning & exhibitions, leading to a Mini Scientist Competition. It is a great way to encourage enthusiasm and practical learning in the area of science.

## 12. 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.

## 13. Learnit

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

## 14. 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 for post primary senior-cycle students.

## 15. Microsoft's #MakeWhatsNext Programme

Microsoft Ireland has committed to enabling 10,000 girls to engage positively with technology through a number of initiative, including their campaign #GoForITGirls.

# Attract

## 16. Planeteers

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

## 17. 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.

## 18. Science Apprentice Book Series

An informal STEM learning initiative for children aged 7-9, funded through SFI and UCD.

## 19. 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 2021, the Programme supported 49 projects in total at a cost of €5.2m.

## 20. 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.

## 21. Scratch Initiative

This programme provides Scratch lesson plans for primary & secondary schools to teach software development. Schools can also take part in an annual National Competition.

## 22. 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.

## 23. STEAM-ed

Providing innovative, fun, hands-on educational programmes to primary schools using a co-teaching model where real life STEAM experts from industry and academia work with the primary school teachers.

## 24. STEM Teacher Internship Programme

Helps DCU pre-service STEM teachers educate future students about career paths in STEM by offering them a paid 12 week internship programme in companies such as Accenture/ IBM/ Intel.

## 25. STEMettes

An award-winning social enterprise, which since 2013 has engaged with just under 50,000 across the UK & Ireland, encouraging participation in STEM, through and a weekly club run by young women.

## 26. 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.

## 27. Teen-Turn

Influences course selection by informing participants on education and career options. Combats stereotypes through after school activities, work placements, alumnae networking & career development programming, including supporting 1000+ girls from "Junior Cert to Job".

## 28. 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.

## 29. WiSTEM2D - Johnson & Johnson and UCC

This programme seeks to cultivate females' STEM, Manufacturing & Design interests at an early age through creative solving & play.

## 30. Women TechSTART

A Technology Ireland DIGITAL Skillnet programme to enable women from non-technical background to transition into technology roles ranging from Technology Support engineers, entry level Software Engineer roles, Security engineers, Data Centre roles, Cloud Support roles with leading companies in the tech sector. The programme is open to women who are from a professional background who may be, Jobseekers, women in industry seeking to convert into tech, new graduates and those wishing to return to the sector following a career break. This programme is fully funded by Skillnet Ireland and includes 8 weeks instructor led training and 12 weeks work-placement.

# Attract

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## 31. Future in Tech

Future in Tech provides free training courses to help those who are unemployed and come from a non-tech background to develop digital skills so that they may access new job opportunities.

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## 32. Cyber for School girls

Cyber For Schoolgirls is an Irish-registered NPO dedicated to eliminating the gender gap in cybersecurity by encouraging schoolgirls to study cybersecurity at a university level. Our aim is to close the gender gap at an early stage by preparing the next generation of women for the cyber industry. We believe that introducing secondary school girls to cybersecurity before their 3rd/tertiary-level education will help the women advancement of women who do cybersecurity work.

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## 33. TechforGood, #NoGirlGetsLeftBehind

Many female students in Ireland don't have access to a laptop at home. I Wish has partnered with Park Place Technologies, a single source for global data center hardware maintenance and a full suite of managed services, for the pilot I Wish Park Place TechforGood programme, a zero-waste recycling initiative that bridges the accessibility gap by providing recycled laptops to disadvantaged female students in Ireland and those who may have issues with technology access.

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## 34. I Wish International X change Programme

Global school twinning initiatives assist in the sharing and transferring of skills and knowledge among students and teachers along with the broadening of horizons. Working with global partners such as Park Place Technologies, I Wish is twinning Irish schools with those in the USA as part of the I Wish International Xchange Programme.

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## 35. FIT

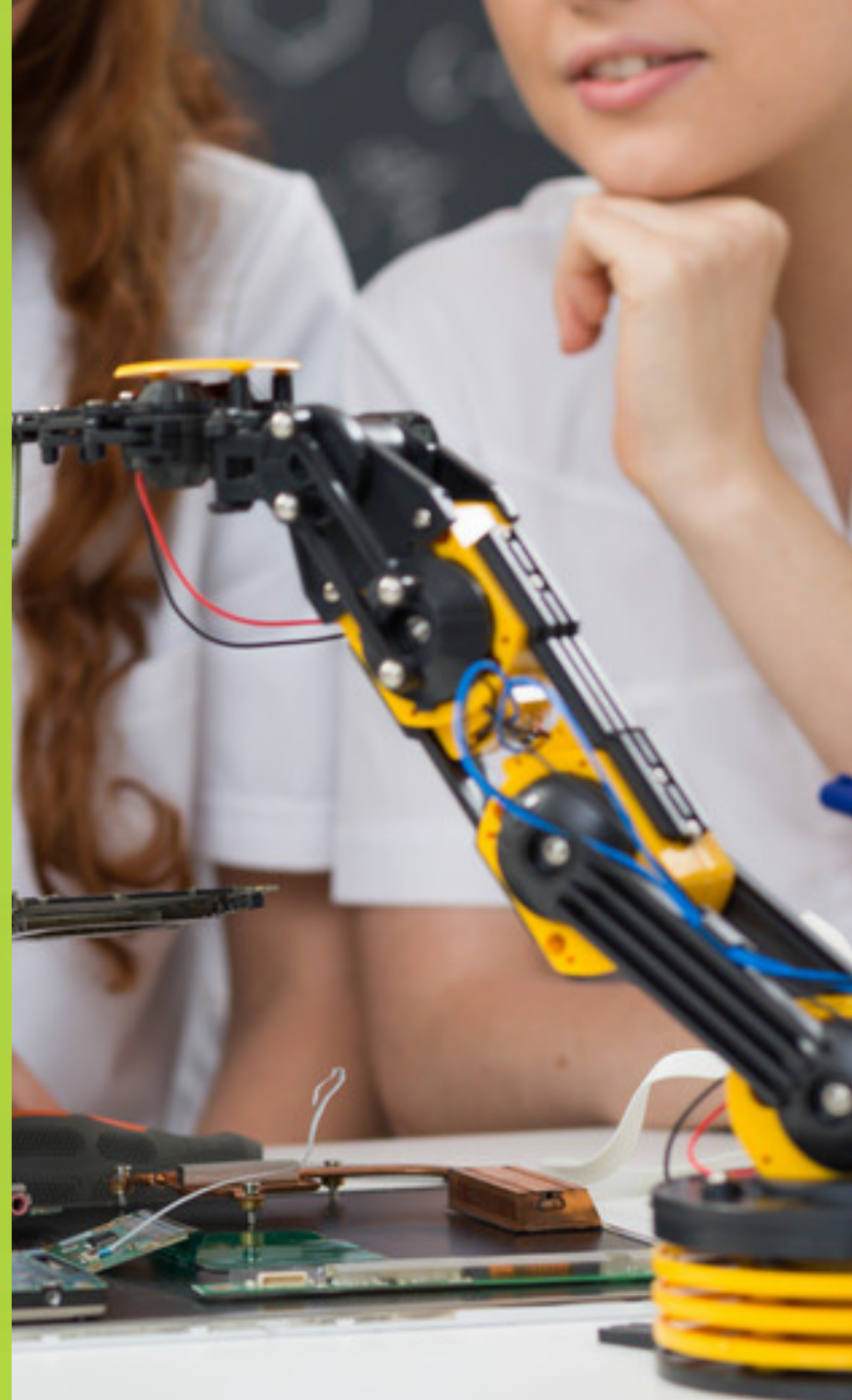
Women Choose Tech was set up in 2021 to attain 33% female participation in tech apprenticeships by 2022. There are a number of FIT apprenticeships including IFIT, an all-female Tech Apprenticeship.

"Apprenticeships will play a critical part in providing access to a new talent pool of people with the right tech skills and know-how that are growing in demand in industry." Liam Ryan MD, SAP Ireland.

# Retain

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15 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. The goal is to develop students' problem-solving skills at the intersection of computing, language and linguistics. Last year participation was 52% female/ 48% male.

## 2. CodePlus

An innovative education project based in Trinity College Dublin that provides coding workshops industry mentors, teacher support and research to over 600 girls in a network of girls secondary schools to address the challenge of female under-representation in Computer Science and IT-related 3rd level courses and in follow-on careers.

## 3. ComputeTY

Over 2,600 students aged 15-16 in 5,000 schools have completed this course, following a choice of streams from Web Design to Java Programming or App Development.

## 4. Dell STEM Aspire

A 12 month programme, which runs across three sites in Ireland, is geared at encouraging female undergraduates to consider careers in the STEM, by providing access to mentors 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. 30% Cross-company Mentoring Programme

This IMI programme is designed to deliver a cross-sector, cross-company mentor network and to bring together experienced leaders and mid-career high potential individuals focused on professional and personal development in order to enhance leadership capability to achieve a greater gender balance at all levels within organisations.

## 7. Google Women TechMakers (EMEA)

Google's Women Techmakers program provides visibility, community, and resources for women in technology. 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 DIGITAL Skillnet programme to enable ICT professionals to return to the tech sector following a career break. This programme is fully funded by Skillnet Ireland and includes 4 weeks full time training and 12 weeks work placement. To date we have supported over 200 women in returning to the tech industry and have been supported by over 60 companies in locations all across Ireland.

## 12. Women Reboot

A Technology Ireland DIGITAL Skillnet programme to enable ICT professionals to return to the tech sector following a career break. This programme is fully funded by Skillnet Ireland and includes 4 weeks full time training and 12 weeks work placement. To date we have supported over 200 women in returning to the tech industry and have been supported by over 60 companies in locations all across Ireland.

# Retain

## 13. The Irish Diversity Charter

The signatories commit to effective diversity management, preventing discrimination and promoting equality with respect to all their stakeholders and the environment in which they operate.

### 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
- + PayPal's Recharge Programme
- + Relaunch your Career – Mastercard
- + ReSUME – Accenture
- + Return & Renew Programme – Hubspot
- + Returners Programme – Amazon Web Services
- + Vodafone – Reconnect Programme
- + Back to work connect

## 14. 30% Club Scholarship Programme

This programme offers women the opportunity to expand their education through a range of scholarships, across 20 programmes. Executive education is a key support for career progression into senior positions, resulting in better outcomes and a more diverse work place.



# Promote

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



# Promote

## 1. 30% Club

Over 280 Irish Chairs & CEO's of leading businesses are supporters of the 30% Club Ireland which has set a target of reaching at least 30% representation of all women on all boards and all C-Suites globally.

## 2. CASTel

Ireland's largest research centre in STEM education, based in Dublin City University. The centre supports the STInt Programme which offers a unique professional development opportunity to pre-service primary and post-primary STEM teachers.

## 3. Connecting Women in Technology (CWIT)

Founded by Accenture, Dell and Microsoft in 2011, the network today spans over 20 leading multinational technology companies, who all collaborate to attract, promote and encourage women in STEM careers.

## 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 and a National Diversity and Inclusion Day to showcase 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, represents over 300 member companies and runs a Diversity in Tech series which seeks to support women as they advance in their careers in the tech industry, as well as being a member of the European Cluster Collaboration Platform (ECCP).

## 9. Network Ireland

Not-for-profit organisation of over 1,000 members in 15 branches 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 platform for exchanging ideas and teaching aids founded by a network of science teachers. SoS coordinates & promotes Irish participation at a European level and share teaching ideas with a focus on female participation.

## 12. Tech Ireland

A data-driven tech consulting not-for profit based in Dublin. Currently running a €100 million Campaign, which seeks to track female founder funding in Ireland, in addition to hosting a weekly "Female Founder" Podcast.

## 13. Technology Ireland DIGITAL Skillnet

The national network for Talent and Skills development for the digital and technology sector in Ireland. Technology Ireland DIGITAL Skillnet develops bespoke solutions for companies to meet existing and emerging workforce needs, including a suite of programmes to support women returning to and entering the tech sector, Leadership programmes and the Women in Technology Platform. Over 60 leading technology companies have benefited from these programmes including AIB, Mastercard, Dell, among others.

## 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.

# Promote

## 15. Women in Technology & Science Ireland (WITS)

An independent, voluntary membership organisation, celebrating over 30 years supporting all women in STEM, from students in third level through to senior business professionals and academics. WITS has regular networking events, and has a focus on driving policy and research to attract and retain women in STEM careers.

## 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.

## 18. Women in Coding

A new software development programme launched in collaboration with Limerick and Clare ETB, Limerick for IT cluster and the Regional Skills Forum. This fully funded programme offers women looking to return to the workplace the opportunity to upskill while being mentored by industry who will also provide three-month work placement.

## 19. Explore Engineering (formerly Limerick for Engineering)

Explore Engineering is an industry led initiative which is supported by education and training providers in the Mid West region. The primary goal is to increase the quality and quantity of engineering talent available in the region, with a particular interest in encouraging girls to explore the world of STEM.

## 20. Women Tech EU

Women TechEU will offer financial support with grants of €75000 to support the initial steps in the innovation process and the growth of women-led startups. Additionally, the scheme offers first-class coaching and mentoring through the EIC's Women Leadership Programme. Up to 50 promising deep tech start-ups from EU Member States and Associated Countries will be funded under the first Women TechEU pilot - call for proposals is open until 10 November 2021.

## 21. Taking the Lead - Women in Leadership Programme

Developed in by IMI in conjunction with the 30% Club, this programme gives women the time and space to explore who they want to be as a leader and the contribution they want to make. It aims to help women develop accelerators like purpose, empowerment and personal brand, and challenges them to address inhibitors like overwhelm, unconscious bias and power-play.

# Meet-up Groups & Networks

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40 programmes and initiatives to **elevate, empower & advance** females in science, technology, engineering and mathematics industries.



# Meet-up Groups & Networks

## West

Galway - Gamecraft  
Galway - Rails Girls  
Galway - Women Techmakers  
Galway - itag Digital Women's Forum  
Galway - Women in Technology Galway  
Galway - Portershed

## Mid-West Region

Explore Engineering Showcase  
Limerick - Coding Grace  
Limerick - W@ STEM

## Mid-East

Drogheda - BAME tech

## Midlands

Midlands Science

## South-East

Wexford - Coding Grace

## South-West

Cork - Teeturn  
Cork - Girl Develop it  
Cork - Gamecraft  
Cork - Iwish



## Border

Cavan/Monaghan Science Festival  
Monaghan - Coder Dojo

## Dublin

Coding Grace  
HER+Data  
R-Ladies  
Women of Wearables  
Women who Code  
Ladies that UX  
Django Girls  
Pyladies  
Lovelace Space  
Womenhack  
Lesbians who Tech  
Block W  
Women in Animation  
Rails Girls  
Gamecraft  
Teeturn  
STEM Women  
Cyber Women Ireland  
Girl Geek Dinners  
Women in AI Ireland  
PhaseInnovate  
Women in Machine Learning & Data Science

Find your Coder Dojo here - <https://zen.coderdojo.com/find>

For more information contact IDA Ireland

 @IDAIreland

e [idaireland@ida.ie](mailto:idaireland@ida.ie)

[www.idaireland.com](http://www.idaireland.com)

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