

CWIT and Teen Turn

What is this?

Teen-Turn is a non-profit organisation run completely by volunteers. This organisation strives to give teenage girls from disadvantaged areas/DEIS schools, the ability to explore technology and STEM as a whole and hopefully in turn choose to take it on at leaving cert level and 3rd level.

Connecting Women in Technology (CWIT) is a network of technology companies working towards the common goal of attracting, retaining and promoting females in the technology sector.

Who was involved?

Teen-Turn was founded by Joanne Dolan and Niamh Scullion in 2016 and is ran entirely by volunteers. CWIT companies have taken part and been involved with this initiative since year one. Other companies such as Hays and some third-level colleges have also established a relationship with Teen-Turn

How was the relationship established?

Teen Turn had connected with CWIT in the lead up to the first Technovation Challenge in Ireland (Jan – Apr 2018). CWIT Education Chair brought the programme to the member companies. As this aligned very closely with Accenture's goals of promoting STEM, we promoted it internally and recruited volunteers. We also participated in the Project Squad Sep – Nov/Dec 2018. At the start of 2019, I (Jill Egan) took on the role of leading the initiative across all CWIT member companies.

How can this exemplar be used to inform practice?

Generally the feedback has been great amongst volunteers and students alike. Most students keep asking when their mentor will come back again and seem quite responsive to the volunteers. However, we notice even after stating multiple times if someone cannot attend to please find someone else to replace them that this often does not happen. This means that students can be left discouraged as some weeks there have been no volunteers show.

connecting women **in** technology



What was done?

I have led this initiative across all CWIT member companies in order to promote their various programmes such as Project Squad and Technovation Challenge which are after-school activities where we need volunteers from member companies and Work placements which take place over summer where we need member companies to host.

Why was it done?

There is currently a gender imbalance in technology companies. Males tend to dominate these companies so there is a current need for more women in this area. Teenage girls find it difficult to imagine themselves in tech roles so might not decide to choose qualifications needed for tech companies. The idea behind Teen-Turn started with work placements which allows teen girls the opportunity to experience what life is like in a technology company and hopefully in turn study tech in 3rd level.

What was the impact?

Teen-Turn is very much still in its youth as we have been actively involved since early 2018. Our volunteer numbers started off quite low and had a few hiccups along the way but since last year we have managed to provide more volunteers, in more locations and in turn reduced the drop-out rate by 26% in the afterschool activities. There were no dropouts for the placements this year which is great.

Could anything have been done differently?

In the first round of afterschool sessions we found there was a very high dropout rate for students as some of the mentors didn't show up. We decided to send out a reminder and a calendar invite in order to help with this. It has worked for the most part but we are still struggling with people emailing last minute and not finding anyone to replace them. I have recruited more POC's in CWIT companies to help with this.

Related Links/Additional Information

<https://teen-turn.com/> - Teen-Turn website

TEEN – TURN: AFTER-SCHOOL NUMBERS

Project Squad Sep – Dec 2018



25 students from Dublin, Cork, Limerick Eir hosted an event for the 21 girls who presented at SciFest with a tour of the company and delivered Digital Futures

Technovation Challenge Jan – Apr 2019

Dublin (8 Teams)
14 volunteers from CWIT
Accenture, HPE, Intel, Microsoft

Final Pitch on 18th May
Microsoft DreamSpace
Intel donating one set of prizes

63 girls started, 48 still participating
16 teams from 11 different schools

Limerick (3)

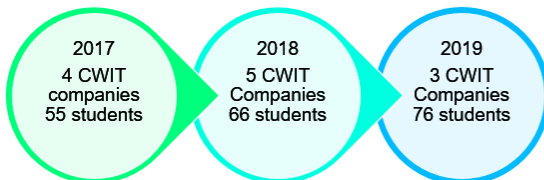
Cork (1)

Galway (3)

Longford (1)

TEEN – TURN: WORK PLACEMENT NUMBERS

Summer Placements 2017 - 2019



CWIT companies hosted a total of 12 participants in the summer of this year.

Placements 2019

No. of Students per Company
BT – 3 students total
Dell – 8 students total
Intel – 1 student

Out of the 12 girls who participated, there were no dropouts

Dublin (7)

Cork (4)

Kildare (1)

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