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- Empowering Talents to Discover Tech -

Preparing the Generation for the 4th Industrial Revolution

Žydrūnė Vitaitė, Co-founder of Women Go Tech




The Context:

Average of women among ICT specialists in EU-28 is 16,7% (5.8 percentage points less than in 2006), when Lithuania is among TOP 3-4 with 24,8%.

Average annual rate of change for the number of persons employed as ICT specialists by sex in the period 2006-2016 – Lithuania women 2,0 % (0,3 % in EU-28) compared to 6,6 % of men (4,1% in EU-28);

By 2020 Lithuania will lack 13.300 ICT specialists.





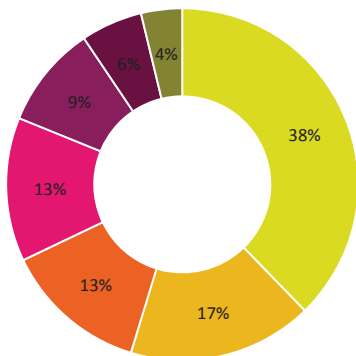
- Empowering Talents to Discover Tech -

Quality mentorship sessions with selected mentees and top notch tech professionals over 5 month cycle of events for the community.

One-to-one mentoring sessions
 Showcase of real life stories
 Balance of women and men involvement
 Educational and inspirational events and workshops



Season 1: Outcomes



- Ascertained what career path is most suitable
- Found a new job at TECH
- Was promoted
- Other
- Created project/product which benefits society
- Started searching for TECH job
- Started learning in TECH

4.3 & **4.2**
by mentors & **by mentees**

Satisfaction rate (5 point scale, 1 - dissatisfied, 5 - very satisfied)

600 hours of mentoring sessions and trainings

Hours' worth more than **250 000 euros**

1500 people audience reached in the events

41 mentees got into TECH





Season 2: Progress

459 candidates for mentees (82% growth)

CV and motivation letters

177 interviews

Selection together with TECH industry HR professionals

71 selected mentees (61% growth)

Working with 60 mentors

61 mentors (90% growth)

28 men and 33 women

1:7.7

final ratio mentors
to candidates



Key Findings



- > Multi-stakeholder environment
- > „Sticky floor“ is way too sticky – long term programs are needed
- > Men are equally important in gender parity topic
- > Community brings the power
- > Role Models are raised and found
- > NGOs focused on sustainable business model for change in society



- Generating 500 success stories of women getting into TECH by 2021-

