

Technology in Education Foundation



Foreword

As a child each of us are given specific 'labels': maths-geek, princess, eager beavers, artists, cool girls. Later on we tend to forget that we may leave our labels, or furthermore, we are able to shape them as we wish. It can change how we see our labels, how we measure them by their strength and importance, but most importantly: how do we feel in it. At [Technology in Education Foundation](#) with our [Skool](#) and [KódKlub](#) projects we strive to show girls and disadvantaged young people that they are also capable of shaping and eliminating the labels that society and their closer environment give them. Zsófi Bugir, Skool girl has her story as an example.

Zsófi felt that she has been labelled as a 'strange girl' based on her interest in technology. While other girls were hanging out together after school, she went home to play computer games. At school she was afraid to ask questions because of her eccentricity, and when being asked a question she was afraid to answer. But she wanted to learn informatics just for spite. She participated Skool's first ever workshop in June 14, 2014, where she met 15 other girls with similar interests, been introduced to coding, and also came across female tech mentors who became her role models. Soon she realized that her 'label' is not as strange as she had always considered. It is full of opportunities and thrills, moreover, there are many other girls out there with similar mindsets. Later she attended one of our 10-week programs, and now, she is enrolled in higher education in the field of IT economics. She gained experience at Prezi as an intern, and soon she will start to work at LogMeIn - one of the largest Hungarian tech companies. She feels to be able to do anything now as she has managed to find her superpower: the ability of technological creation. As a Skool mentor she believes that this superpower may be learned by anyone, all you need is courage and persistence.

Zsófi is one of the 1500 girls whose lives has been influenced by Skool. Our goal has always been this with Skool project: to show the opportunities in tech world to as many girls as possible - with the help of our cooperating and supporting partners, free of charge. Besides Skool, last year we launched our long-awaited dream project: KódKlub. With KódKlub we intend to show disadvantaged young people living in children's homes that in the digital world there are no limits in self-realization.

With our partner companies, tech role models and more than 450 volunteers, we encourage and inspire dozens of young people every day to make the technology world more diverse.

Our mission is to showcase the great potential in technology for those who are now out of this area because of negative stereotypes or lack of encouragement and information.

In our first three years, we have provided valuable experience to almost 1,700 young people, and in their name we thank you for the generous support with which you are helping our work!



Szilvi Koleszár and Zsófi Major
dreamers of Technology in Education Foundation



yes she codes

'WHAT I LIKE THE MOST IN SKOOL IS THAT I AM ABLE TO LEARN IN A WAY THAT I DO NOT EVEN REALIZE.

THERE ARE MORE MENTORS AROUND, NOT ONLY A SINGLE TEACHER - THIS HELPS A LOT.

THEY ARE ALWAYS SUPPORTIVE AND KIND, EVEN WHEN BEING ASKED THE STRANGEST QUESTIONS. :)'

Anna, Skool girl

SKOOL / Introduction

Skool is the flagship project of the Technology in Education Foundation that provides free technology courses for 8-18-year-old girls.

Our goal is to increase the technological affinity of the participants and thereby broaden the involvement and employment spectrum. This is important because nowadays, even though women are users of technology, their approach in the creation of technology is less noticeable due to their lower presence.

Our mission is to launch a positive and sustainable social impact in Hungary, fostering the creation of gender balance in the sector. We organize exciting workshops for participants to enjoy learning programming as a joyful exploration activity.

To provide usable knowledge, we have established partnerships with the leading companies in the technology sector. With the help of our partner companies the programming girls can get acquainted with developers and with women in technology who can help girls choose their career choices.

Briefly about Skool



We have been operating since June 2014

We organize free technology workshops for girls

One-day Saturday workshops, career talks, 10-week Skool Clubs, and summer camps can be found among our programs

Age classes: 8-9, 10-11, 12-14, 15-18

Together with our cooperative partners we intend to show the real world of technology to the girls

Our programs are organized at successful tech companies where girls can gain insight into the exciting world of programming, meet and talk with developers, female role models

By teaching the basics of programming, we introduce critical and logical thinking, system approach and problem-solving skills to young people

With our experience-based education method, we give a real success to the girls

We encourage creativity, unique ideas and their implementations

Why is it important?



As a result, a female point of view is less prevalent in tech developments.

8% is the ratio of women working in IT

Source: Stackoverflow research 2017.

Ratio of female students enrolled in IT education:



30000 Unfilled IT positions currently in Hungary. Engaging women in the sector would increase the competitiveness of the country.

WHY?



strong gender stereotypes



cultural barriers



lack of education in programming



lack of encouragement and self-confidence

WHILE:

Girls at an age of 15 outshine boys in all STEM subjects.

(based on PISA results)



Companies paying attention to diversity have 15% better chance to exceed their rivals that do not concentrate on female involvement.

The first 3 years' achievements in numbers

WORKSHOPS



1600

participants

many of them participated
multiple Skool workshops

6

cities

Skool Clubs continued in
Békéscsaba, Miskolc and Szeged and **in addition**
from this year Kállósemjén, Eger and Kaposvár
are also locations where free of charge
Skool programs are available

145

programming

occasions

12

successful tenders

42000

*minutes of
intensive programming*

Scratch, App Inventor, Processing,
LEGO Mindstorms, HTML, CSS, GDL

40

exciting venues

30

cooperating partners

help our programs come to life.
12 companies and 2 universities
from them are committed
for long term towards Skool programs

452

volunteers

are helping our programs

Social sensitization in the last 3 years

595

media appearances

39

TV and radio interviews

36

presentations

in conferences, round table discussions and tech events

45

videos

about our programs

1

movie night

with more than 80 girls

8253

Facebook followers

333

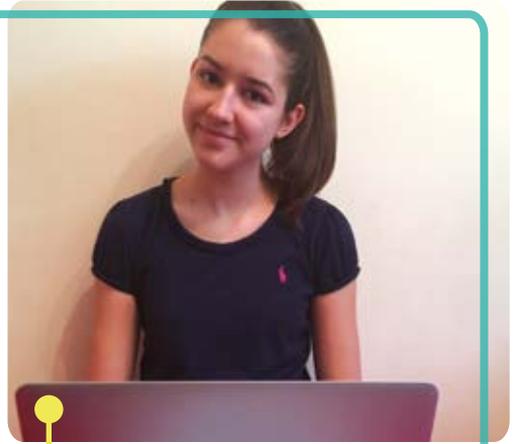
Instagram followers

500+

LinkedIn followers

2500

subscribers on newsletter



Laura, Skool girl

'THERE WERE MANY GUESTS OF THE SKOOL CAMP WHO DESCRIBED THEIR JOBS - WHICH FOR ME WAS A GREAT ENCOURAGEMENT FOR A FUTURE IT PROFESSION. I ENJOYED WEBSITE DEVELOPMENT AND PROGRAMMING VERY MUCH, TOO.'

YouTube



3138

pancakes eaten

Workshops costs for girls and their parents: **0** Ft

Feedback from the girls

In Autumn 2017 we conducted a comprehensive surveying targeting Skool alumna girls and their parents. We consider girls participated at least one Skool program during the last 3 years as alumnas. We intended to get a clearer picture about the longer term outcomes of our programs: to see how many of our former participants are still programming, how many of them are willing to study in IT fields.

Our goal is to support the Skool alumna network after our workshops as well, in order to let them exchange their experiences, to let them inspire each other as social motivation is considered an extremely effective method. Our survey resulted a number of 101 Skool alumna girl respondents.

Long term effects on gaining interest and on career-choosing intentions

Our survey results show the real results of our programs on career-choosing patterns, participating Skool programs influences girls' interests in the long run.

32%

would definitely choose technology field, 60% would consider this area - altogether **92%** of them sees technology sector as a potential choice of their career.

92%

64%

of our participants continued programming ever since attending Skool workshop, which is mostly motivated by their interest, besides that they find programming useful.

68%

of girls realize increased interest towards programming after their participation on a Skool workshop.

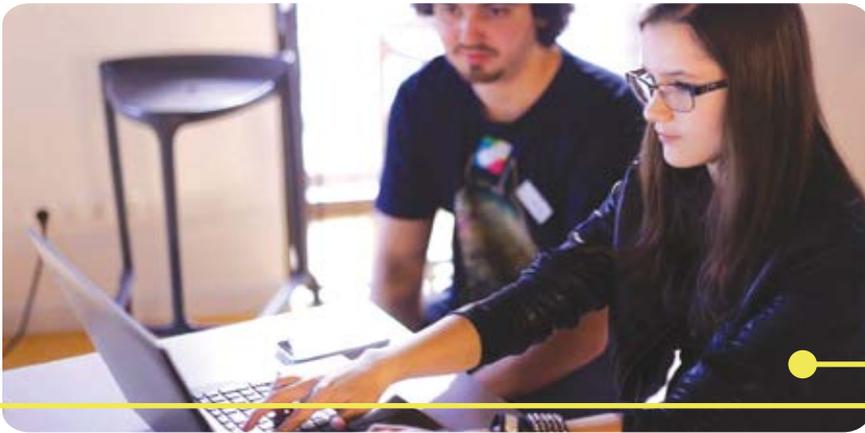
A sense of achievement and self confidence



93% of girls gain a sense of success during our workshops, which is closely related to their self confidence too.



93%



'THEY SAY, IF YOU ARE NOT GOOD IN A VIDEO GAME, DEVELOP ONE FOR YOURSELF IN WHICH YOU WILL EXCEL - IT MAY HAVE BEEN THE MAIN IDEA THAT LED TO MY FIRST APPLICATION ON A SKOOL PROGRAM.

MY DECISION WAS MADE RIGHT AFTER THE FIRST PROGRAM I ATTENDED THAT I WILL CHOOSE IT EDUCATION, BUT JUST TO MAKE IT SURE, I ALSO APPLIED TO MANY OTHER WORKSHOPS TOO. :)

LAST TIME I TOOK PART IN A SKOOL WORKSHOP AS A PUPIL WAS 3 YEARS AGO; NOWADAYS I AM ALREADY A MENTOR AND INSTRUCTOR, A PADAWAN FOR THE OTHER GIRLS.

I SIMPLY CANNOT IMAGINE MY LIFE WITHOUT THIS - I AM EXTREMELY MOTIVATED BY THE NEWER SKOOL GENERATIONS, WHO ARE INCREDIBLY ENTHUSIASTIC; MY FELLOW MENTORS AND INSTRUCTORS ARE MY ROLE MODELS AS I SEE THEM SHARING THEIR KNOWLEDGE AND SMILE - IT JUST CHARGES ME JUST LIKE THOSE DAYS WHEN I USED TO BE "THEIR" STUDENT. :)'

Zsófi Bugir, Skool girl

Volunteers

Skool would not exist without our dedicated volunteers. They are the ones who help us to reach our goals and to make our plans come true.

Since the start of our operation, 452 tech and non-tech volunteers have participated in nearly 2 600 hours of our programs.

WHY IS IT GOOD TO VOLUNTEER AT SKOOL?

By volunteering in our programs you are at the forefront of helping and supporting the Hungarian IT education, while inspiring and encouraging children to choose engineering or software developer studies and starting a career in these fields.

WHAT DO YOU GET BACK BY VOLUNTEERING?

An endless amount of smile and enthusiasm, and -with your expertise- you will have a positive impact that may change the future of the participants.

In addition, our volunteers learn a methodology of experience-based pedagogy, by which they are able to reach thousands of children.



'IN 2015 - AFTER 18 YEARS OF UNIVERSITY TEACHING EXPERIENCE - AS I STARTED TO TEACH IN SKOOL CAMPS AND ONE DAY WORKSHOPS, I HAD TO REALIZE THAT I NEED TO RECONSIDER EVERYTHING I KNEW ABOUT TEACHING. I'VE LEARNED HOW TO BRING TOGETHER GIRLS IN A PLAYFUL WAY, TO CONVEY AN EXPLORATORY EXPERIENCE TIME AFTER TIME. I BELIEVE IT WAS THE BEST THING THAT COULD HAVE HAPPENED TO ME. :)'

Péter Mekis , Lead Instructor



2600

hours of volunteer work

452

volunteers

Types of volunteering

All you need is a hint of free time and a lot of enthusiasm, in the rest we help and support!

Train the Trainer

The fundamental pillar of Skool programs is an experience-based, child-centered and creativity-inspiring teaching methodology, as well as our trained, enthusiastic instructor and mentor team.

We aim to provide girls a sense of success and to make their learning experience a joyful and exploratory activity. This is why it is very important to us that our trainers and mentors have the level of knowledge and experience, that make them as prepared as possible and the ability to make the Skool programs the best achievable experience for the girls.

In 2016 we developed a multi-stage **Train the Trainer** program, in which we convey the knowledge methodology, pedagogy and the tools to our volunteers. In 2017 we developed our method further. This was part of our co-operation with Finnagora, which helped to get acquainted with the elements of the Finnish exemplary Finnish educational method.

Our enthusiastic and willing-to-teach mentors can become Skool instructors in carefully defined ways.

Results from the last 3 years:

Until December 2017, we organized 6 **Train the Trainer** sessions for our instructors and mentors.

More than 100 participants.

We trust that the skills acquired here will be utilized in further areas of their lives.

tech mentors

During the workshops and summer camps, they help the work of our instructors, support and motivate girls in learning by delivering their developer knowledge.

instructors

They provide all the knowledge and experience they have in the lessons. They inspire the young, growing generation, helping them to get familiar with the technology world.

female role models

By presenting their own stories, they encourage participants to see that success and opportunities is not only for boys in the field of technology.

non-tech volunteers

We believe that everyone can help the best way by helping in what he or she excels. We work with a number of non-tech, committed volunteers who help Skool work in their own field with their expertise.

corporate pro-bono contribution

Many people contribute their expertise to the success of our programs free of charge or at a reduced price - through PR consulting, creative campaigns, tax counseling and many other ways.

We are grateful for the support of our volunteers!

KódKlub / Introduction

KódKlub - as a unique initiative since 2017 - provides free interest-inspiring 10-weeks advanced technology sessions for disadvantaged youth in children's homes.

Our goal is to give every young person the opportunity to gain 21st century knowledge in the field of technology that supports their future.

The KódKlub programs have been designed to facilitate young people continue to study and find employment in a sector that determines the future of our lives, is developing the most dynamically and offers the best jobs in Hungary.

Our achievements in 2017 < KÓDKLUB / >

In the first (spring) semester 71 young people studied with us, while after adding the autumn semester's participants we reached more than 150 children living in children's homes with our workshops.

For the implementation of our project, we recruited 20+ instructors and over 30 tech mentors all over the country who helped the children. Both instructors and mentors received a special training program specifically designed for our KódKlub project, taking into account the special needs of children.

We purchased 75 laptops and 35 tablets for this project, and improving the experience of participants we also bought accessories like a projector, etc...With this equipment we are able to provide an exclusive laptop for each participants during our KódKlub workshops.

1 prize: The project won the Voluntary Center Foundation's "Annual Civil Society Volunteer Program Award".



80% of participants have a more positive approach to the technology sector after attending our workshops.

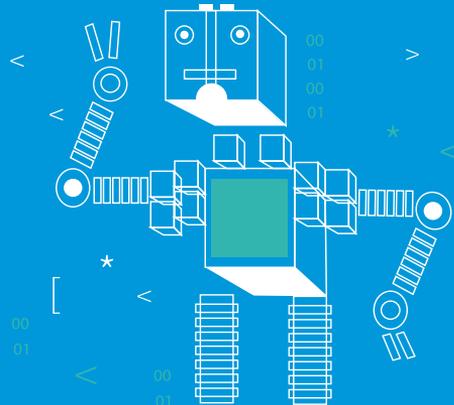
70% of them would be happy to continue participating KódKlub programs.

More than half of our participants stated that they would like to carry on coding in Scratch - the programming language introduced during the sessions.

We managed to implement KódKlub in 2017 with the support of Google. In 2018 we continue to encourage young people, trusting that we will find more partners contributing to our efforts.



FROM DISADVANTAGE TO ADVANTAGE



TECHNOLOGY IN EDUCATION FOUNDATION

Donation

Introducing the exciting world of technology to young people is something coming right from our hearts.

In addition to the support from our corporate partners, individual sponsors are also playing a significant role in implementing Skool and KódKlub projects.

We first became eligible for accepting 1% personal income tax contributions. In order for more people to be informed, we have made a comprehensive sensitizing campaign.

AS A RESULT, MORE THAN A HUNDRED PEOPLE OFFERED THEIR 1% TAX TO THE TECHNOLOGY IN EDUCATION FOUNDATION.

Above 1% of tax, we strive to show values for those who are already in touch with us and those who have just heard about us.

Our supporters can choose from a variety of options so everyone can find the most appropriate support form.

Thank you to everyone who personally contributed to the operation of our foundation!

What was a given support worth in 2017?



Thanks to all our donors for their support!

- 5 000 HUF** — This amount is sufficient to develop a complete module of our unique methodology further by one of our qualified team members.
- 10 000 HUF** — It provided the full cost of attending a workshop for one participant.
- 15 000 HUF** — 1 volunteer tech mentor or instructor can be provided an all day preparation / sensitizing training.

Our supporting partners

We love dreaming. The only thing we love more is when our dreams come true. As a foundation, we fund our operations largely from external sources.

So, with our supportive partners, we dream and work together.

In addition to financial support, we cooperate with our partners on a professional level too. We provide the opportunity for our co-operating partners' staff to participate in our programs and to contribute professionally to program development. This is how they personally experience the feeling of educating young people. We organize our workshops in the offices of our supporters, so girls and their families can directly get to know the work of our partners and with the wider audience will gain insight as a result of our communication activities.

THANK YOU
FOR BELIEVING IN OUR MISSION!

accenture

Atos
Consulting



Embassy of Finland



Indusport

<epam>



FINNIGORN

GRAPHISOFT
A HEMETECHNIK COMPANY

Google



Lufthansa Systems

Morgan Stanley

Microsoft

NNG

NOKIA



Prezi

SAP

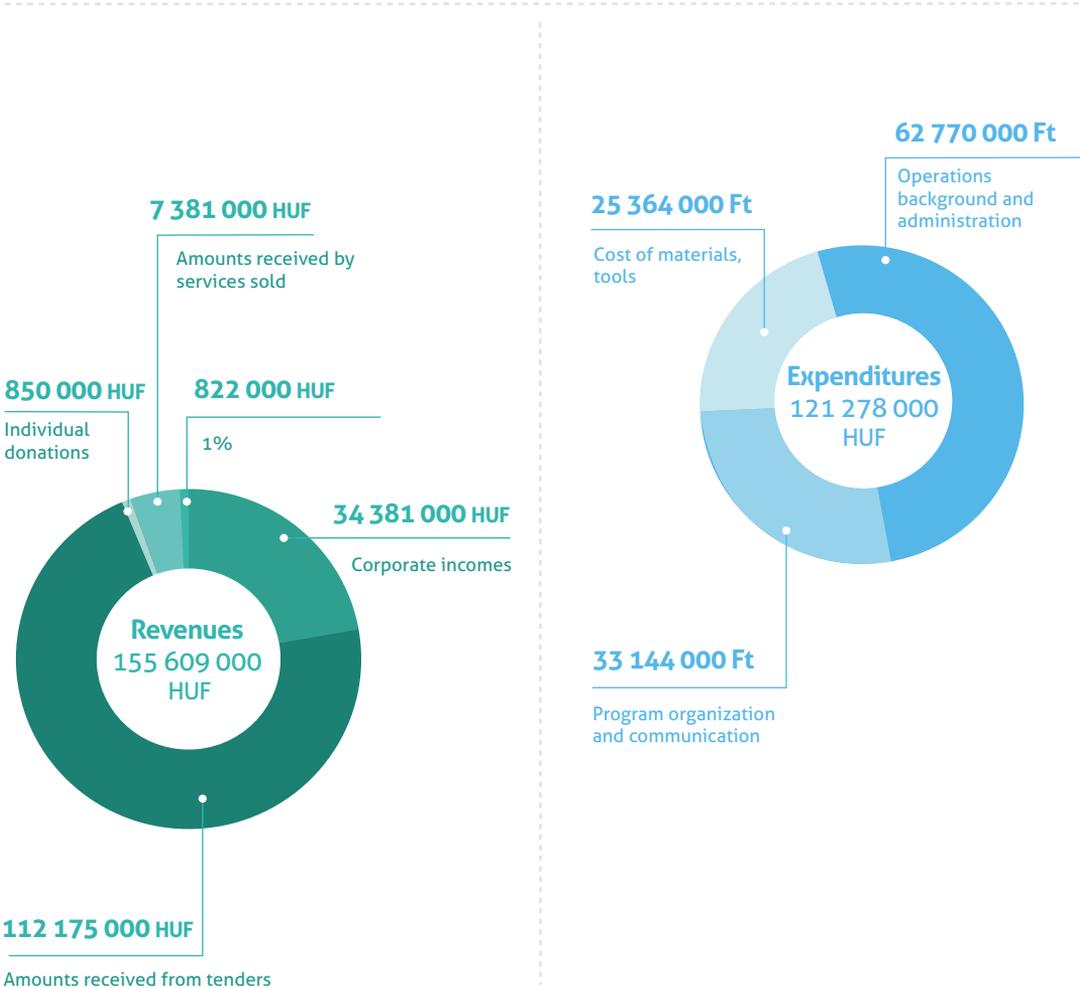


Other supporters

Barion / Café PR / Coding Sans / Fingers / IMEDIA / IWebMa /
LocalTime PR / pwc / Roterä / SENSOMEDIA / Ten Media

Finance

- Our goal is stability and sustainability: through the transfer of technological knowledge, we are opening new opportunities for the younger generation in the long run..
- We strive to develop lasting, mutually beneficial and successful cooperation with our supporters and partners.
- Our results are public: our annual reports can be accessed by anyone.
- For us, it is important to always act as an independent organization, our sponsors come from successful companies.
- Our operations are transparent, our finances are public.



Our team in 2017



SZILVI KOLESZÁR
Curator and Kódklub
project leader



ZSÓFI MAJOR
Managing Director



PÉTER GUZSALY
Director of Operations



ENIKŐ VAS
Program Coordinator



ESZTER FÁY
Program Coordinator



DÓRA ERTL
Program Coordinator



ENIKŐ FÜRÉSZ
Communications and
Marketing Coordinator



ANTAL KÁROLYI
Founder



PÉTER MEKIS
Lead Instructor

Advisory Board

Our Foundation is backed up by a quaternary advisory board of experienced and enthusiastic professionals, who have undertaken on a voluntary basis to support us with their remarks and experience in achieving our goals.



ATTILA BOZSÓ
Vice President,
Head of CEE Region,
EPAM Systems



DR. IMRE FELDE
Deputy Dean of Research,
Óbuda University



EDINA HEAL
founder and leader,
Egyenlítő Foundation



GABRIELLA LIPTAY
Marketing and
Communications Director,
KMPG Hungary

We are grateful for their professional support and their continuous enthusiasm.

Afterword

Four years ago, the Skool project of Technology in Education Foundation was born and we began to build a dream. We are proud that today we can say that we have realized this dream with a real super-team, enthusiastic supporters and hundreds of volunteers: we have created a stable and sustainable organization that has educated more than 1,500 girls in the first three years and additionally last year KódKlub has taught 150+ disadvantaged young people for free in the tech field, and we have even more ambitious plans for the next few years.

In 2018 a new chapter started in the life of our Foundation. Szilvi Koleszár and Zsófi Major, the creators of the Skool project, decided to step back from the Foundation's operational everyday work to realize new challenges and plans. As co-founders, they continue to participate in the annual strategic goal-setting of Skool and KódKlub projects, moreover Zsófi also helps the Foundation's work in the Advisory Board.

Klára Szakolczay is taking the curatorial position, and I - as the leader of the foundation - together with the rest of the team, will work on making even more young people's dream come true.

In the name of the whole team, I would like to thank all of you for the support and enthusiasm we have received from you since the foundation of the Technology in Education Foundation.

And we continue to realize dreams to make the (tech) world as diverse as possible.

Péter Guzsaly
Director of Operations, Technology in Education Foundation





'I applied to try something new and to gain more knowledge. What I like the most in Skool is that I am able to learn in a way that I do not even realize. There are more mentors around, not only a single teacher - this helps a lot. They are always supportive and kind, even when being asked the strangest questions.'

'I liked very much that we were not bound to chains, we could go to the restroom, eat and drink anytime we wanted, but what I liked the most was the kindness of our mentors and instructors.'

'It was not my first programming experience since I was already in a camp where I was not really able to speak because of the presence of many boys, I felt I was less skilled in IT (of course I did not know much, but there was also less opportunity to do so, compared to Skool), as Skool is an incubator program where I am able to get stronger. Very good instructors/ mentors! I like that it's more laid back than school and it's good that generally we are visiting companies! Of course now, I'm very happy because I was a mentor for the first time in my life!'

'My favorite was when three ladies came to present about safe internet browsing - a journalist, someone from a bank and someone from a company where they are organizing penetration tests into different systems. I learned many interesting information during this presentation and there was not a minute when I was not able to pay attention to them.'

'The whole day was great. I like that you are that cool. It's good that you know Minecraft, and we are able to talk about it with you during lunch. I would like to be your colleague one day! Thank you for this day! From now on, even I am interested in IT, not only the boys!'



Technology in Education Foundation

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