



Organization for Security and Co-operation in Europe  
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Conference Services

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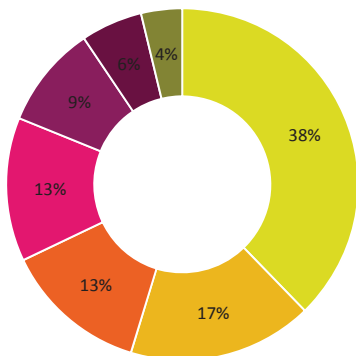
- Empowering Talents to Discover Tech -

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

*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-*

