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Impact Report 2023



Thank you to our community

Technology is changing the world in more ways than ever before. Whether it is AI, robots or social media, we are all exposed to the powerful effects of technology at work and at home.

We believe our future will be better and brighter if we engage and inspire women and girls to create and use technology, so that it is more likely to benefit everyone.

We see the positive power of our members, a committed group of people and more than 200 organisations across 40 sectors who want to make a difference.

Our mission is really clear - women **MUST** be equal members in creating and developing the new technology businesses, products, and services that shape our world.

And as we come to the end of our second year as a charity - our initiatives are having a significant impact on doing just that.

We are directly creating a more diverse workforce for now and in the longer-term.

Together we have **inspired tens of thousands of children**, especially girls, about careers in technology through our free Tech We Can resources and experiences.

We have **created pathways** into tech jobs for women. And we have **inspired change** in education, industry and policy.

Most importantly, we have done this together with our unique community - thank you.

Sheridan Ash MBE &
Dr Claire Thorne
Tech She Can Co-CEOs



Our mission

We are in a time of significant transformation and the pace of change has never been quicker. Advances in technology - and changes in our society - are re-defining careers today, and for the future.

We are at a critical point with advances in areas such as generative AI, where we have to ensure the current lack of diversity doesn't lead to more bias. The only way to do that is to have a more inclusive and representative tech workforce.

We all need to be more innovative in the way we develop technology skills and attract, nurture and retain talent in the UK.

If we want to drive growth and productivity, skills and diversity in tech are fundamental. But, in the UK workforce there is a digital skills gap that is estimated to cost the economy £60bn a year.



WATCH: OUR YEAR 2 IMPACT

One fifth of schools in England do not offer Computer Science at GCSE. This means many young people will not have the opportunity to develop the skills they need for the future of work.

It also restricts the pipeline of tech talent the UK needs to thrive. And, despite progress, only one in four people working in tech are women. And when you look at the leadership level, this drops to one in ten.

Tech She Can sees the opportunity to tackle simultaneously both the skills gap and the lack of diversity.

**Now, more than ever,
representation matters.**

The UK's tech skills gap could be solved today, if we had the same number of women as men in tech.

Our Impact

This year we directly reached 53,000 pupils in classrooms across the UK - that's more than 5 times the amount we reached in our first year! With a focus on social mobility, over 50% of the schools were in disadvantaged areas.

We launched live assemblies, a new lesson format that was so popular, more than 30,000 pupils have now experienced it, with 13,000 joining one assembly on cyber.

For our youngest viewers at primary age, Katie and Tex have continued to explore the world of tech, with new topics like the cloud, AR and VR.

This year, we've pioneered apprenticeship levy-sharing across our community. We now have 60 fully-funded tech apprentices on board and thriving. 91% are women and they are working in roles across 13 of our charity or SME members, with more on the way. We have enabled women to pivot or upskill, accessing tech roles for the first time in their careers.

53,000

children directly reached and inspired to pursue tech careers

+175,000

children have used our online resources in school or at home

520

Champion volunteers trained

60

girls have experienced an immersive Career Insight Day

60

fully funded tech apprentices - 91% women

21

Strategic Partners joined our mission

Careers Inspiration

Thousands of teachers and careers advisors are using and sharing our resources, and signing up to our live lessons and assembly experiences.

Pupils are really **engaged** in our assemblies. But, even more importantly, they are **enjoying** the assemblies with teachers rating this of 5 out of 5!

100% of teachers who attended a live assembly said they would like to attend another and many of our teachers connect with us because another teacher recommended our resources.

Our resources have been translated into other languages, adapted for special education needs and reached remote, rural areas of Africa through our charitable partnership.

Our Tech We Can Champions have now reached **12,300 pupils**, with Super Champions Abbie from NatWest and Margret from Morgan Stanley reaching almost 1,000 pupils each! After an assembly, children are **twice as likely** to consider a tech career.

After a second or third intervention the results are even better results.



"The children in all year groups were clearly inspired by heading about all the different careers that involve technology and were buzzing with excitement! They especially loved hearing about toy designers, and video game designers."

Head of School



"Tech She Can were a highlight - again, they showed that they understand schools and the resources they shared were really useful."

Tech Teacher, North West



"Excellent assembly - the children were fascinated."

Key Stage 2
Teacher

"It really made them believe that a future STEM career could be for them."

Science Lead



"I've learnt that my random hobbies can lead to a really fun job in tech. I was never interested in technology, I always thought it would be really boring but it has maybe make me want to have a designing job in tech."

Pupil in Zone 4 School

Career Insight Days

Case
Study

“We launched Career Insight Days this year as part of our CSR Born to Be youth engagement programme and the impact has been so powerful for everyone involved.

Groups of girls are invited to spend an immersive day in our office. The girls are selected based on a range of criteria related to social mobility and their aspirations.

They experience a day hearing from a woman CIO or CTO, job shadowing, learning about different pathways into tech roles, and seeing demos in emerging tech labs.

For the first time, they see that organisations like Deutsche Bank are in fact technology organisations and the various roles within them are made visible.

By far the most valuable part of the day is meeting the role models. They see women they relate to - from the same backgrounds they come from - having a successful and rewarding career in tech.

80% of the girls said the days changed their thoughts about their next step.

We also see their understanding, and interest, in different career paths grow, with 70% interested in tech apprenticeships after the day.

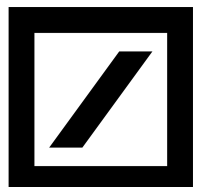
But, most importantly, we ignite their passion. 95% said they thought a tech career would be exciting - almost 5 times as many as at the start of the day!”

Sarah Weller Head of Client 360
Technology, IB Technology
Deutsche Bank



BORN TO BE

The Deutsche Bank youth
engagement programme



"Absolutely inspiring!! The students and I had a wonderful experience. Thank you for opening your doors to our students and giving them an important insight into what they should be doing/considering to get into a career in tech."

Careers Leader



"Our students had a fantastic day. Thank you all for broadening their horizons and actively making sure the next generation of young women are smashing those glass ceilings."

Deputy Head Teacher



Apprenticeships

We know that our member organisations are really struggling to find diverse, talented people to join them.

Tech She Can launched a levy-sharing programme in which some of our Strategic Partners collectively donated £1m of 'waste levy'. That was redistributed to fully-fund tech apprentices in SMEs and charities within the Tech She Can community.

The first cohort with Multiverse has 60 tech apprentices and 91% are women. The next cohort is now being launched with Makers, so even more organisations and women will benefit.

This is a real, tangible progress that is changing the pipeline, resulting in more women in the tech workforce right now.

What is the apprenticeship levy?

Organisations with a salary bill of more than £3m pay an apprenticeship levy. If it's unused it is returned to HM Treasury – or it can be gifted to other organisations.



"Through our partnership with Tech She Can, we're delivering world-class training to SMEs. Our apprenticeships test and embed skills through immediate application in the workplace. This is simply the best way to deliver and build skills within a business – and an opportunity for women to develop technology that works for all."

Peppa Wise, Vice President of GTM, Multiverse

Influencing change

This year Tech She Can has cemented itself as an independent trusted advisor, shaping best practice and policy across political parties, industry, education and the third sector.

As well as speaking on panels, podcasts and at events, Sheridan and Claire have been invited to 10 Downing Street to participate in tech and skills roundtables.

They have given evidence at the Select Committee for Education in the House of Lords and parties across government have looked to them for insights.

Sheridan was highly commended at the TechUK President's Awards for her contribution to society and both Claire and Sheridan were named in Computer Weekly's 50 most influential people in UK IT.

At London Tech Week many of our Trustees, Steering Group and supporters talked proudly about the work that Tech She Can is doing and why it's important to them and their organisation.

We're continuing to use our platform to raise awareness of our mission.



Join our mission

Tech She Can is acting now to provide initiatives and pathways to tackle the skills gap and lack of diversity.

We start early, inspiring school children about tech careers, through to supporting women in the current workforce to learn new skills and pivot into tech.

There are so many ways that you can get involved:

- **Funding is key** – we need to raise funds not only to continue the work we are doing, but to realise our ambition.
- **Organisations can join** our community and make a commitment to creating the right environment to attract, retain and advance women in technology.
- **Men and women can train** to be a Tech We Can Champion and deliver lessons - virtually or in-person - to inspire children in the classroom.
- **You can also engage** with us on social media and share our stories - or even your own - to help inspire others to [#ChangeTheRatio](#).

Our ambition is for Tech We Can resources and experiences to reach every UK child, multiple times - at the moments that matter.



Thank you

A huge thank you to our Strategic Partners and all the organisations who support us. They enable our resources to be industry-relevant by helping to create content with us. They provide real-life tech role models into the classroom to inspire young people, and ultimately their funding allows us to provide all of our resources to schools for free.

 **accenture**

 **BARCLAYS**

centrica

 **COMPUTEAM**
ENGAGE • CONNECT • SECURE • MANAGE

CREDIT SUISSE 

 **develop.**

DISCOVER

Deutsche Bank 

Google

Houseful

kyndryl.

Morgan Stanley

TESCO

 **savannah**

 **TEK**systems
Own change


**NatWest
Group**

 **UNIVERSITY OF
BIRMINGHAM**

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