

Minutes

Meeting : 3rd meeting GirlsTech – Pärnu - Estonia
Date : 3-4-2017 & 4-4-2017
Present : Marguerite Hogg, Catherine Sezen, Goizargi Iglesias, Cristina Kintana, Manuela Guimarães, Sara Cruz, Mirjam Hensels, Pia Deveneijns, Manfred Polzin, Liisi Kruusimägi, Jüri Puidet, Diana Andone, Radu Vasu, Riitta Hirsikoski, Marko Kemppinen, Mateja Beltram, Egon Pipan, Ayla Kruis, Esther van Schaik
Minutes made by : Mirjam Hensels

Monday 3 April:

1. Welcome speeches, presentation participants of meeting

Manfred and Juri welcome all the guests.

There are some new faces and everybody introduces themselves.

We look back at the results from Portugal very shortly. Suggestion for Slovenia is to make a programme for 2 full days to have more time for discussions.

There are no comments on the minutes.

Manfred emphasizes that it would be good that there is a certain continuity in presence of partners. If countries show up with two new people it is a pity for continuation because we all have to keep on introducing ourselves.

The “Capturing and measuring the reach of the projects” form is meant for dissemination. Before June 15 Marlies needs the form back (looking back from the start until June and make a plan in advance for the next year). We need it for the midterm review. This form is in Word-version.

Reflection forms and Evaluation are in google forms. Use the links Marlies sends to you by email to complete these forms.

Three weeks before each meeting Manfred needs the programme: a description of the good practices and the programme. Ten days before each meeting all partners will receive the programme.

Proof of attendance should be prepared and handed out in the meetings and sent to Marlies.

Radu asks if Manfred needs documents for the midterm review. The documents needed are:

1. Completed reflection forms for each transnational meeting
2. Completed evaluation forms for each transnational meeting
3. Dissemination plan + dissemination form to be handed in before June 15, 2017
4. Employment contracts for all participants of transnational meetings.

2. Presentation of Estonian Vocational education by Ministry of Education and Research of Estonia. Vocational Education Department Meeli Murasov, Chief expert.

Ms Murasov is a bit in doubt about the good rates of Estonia for girls in STEM. Since 2010 there is an increase of unemployment, because of more engaging inactive people (from 16,7 % to 6,8%.)

Participation of women in lifelong learning is much higher. (in 2016: 12,9 for male, 18,4% female.)

There were about 25,071 students in VET in 2016. Some are state schools, some at schools from the municipality some are at private schools.

She shows a nice slide about VET in Estonia.

Everybody goes automatically from level 2 to gymnasium or level 4.

Those students with special needs or adults can do level 3 or 4 Work-based learning.

Level 5 VET was newly established in 2013.

The number of VET students is decreasing. It is not very popular. There are demographical reasons.

There are also lots of students who enter VET for adults after a university degree because they cannot get a job. Education is free also for adults. 35% of the students are older than 25 year. Boys drop out from compulsory education more often than girls. Girls perform better in reading, but there are no differences in maths and natural science (PISA).

There is an increase of participation in hobby education (Nature and technics). The key word is 'robotics'. But it is still less in comparison to other studies (like sports or art). It is a municipality initiative (they pay) to organise technical hobby clubs/courses next to regular school hours.

See the sheet of participation girls / boys in engineering, manufacturing and construction.

Health care courses (hairdresser, etc) are not in VET (it is upper secondary), so hairdressers, nurses, etc. have to be 18 years old. Reason is that you have to be 18 years old to enter the business.

In kindergarten they can start coding and programming (not compulsory). In primary school technology is included in the curriculum (Programming).

They have a show on TV "Rakett 69". It's the best programme in Europe.

The ministry provides a course for kids of employees in Robotics.

3. "Tech Sisters" and „Digigirls“ co-Founder of TechSisters Mari-Liis Lind (Instruments 1-3)

Ms Lind is the initiator of Digigirls. In Finland she discovered a course called "Ruby on Rails", a two-day course and brought it to Estonia. It is a concept for a workshop for girls. That's where TechSisters started. There is now a team of more than 25 women. There are monthly meetups.

Hackaton preparation: This started in 2010. Events participation for girls was 10%. They organised "Garage 48" and TechSisters wanted the participation to level up to 50%. Result: the participation was 50% in 2016! They do a lot of marketing to attract girls (very nice results of start-ups).

Girls were especially trained for the Hackaton and Techsisters did the recruiting and marketing. You have to think about the language and how to attract girls: not with beer and pizza. Communication happens through social media marketing, in meetups from TechSisters and through word of mouth.

The aim of TechSisters is also to demystify technology and provide showcases of where you can work.

Digi-events are organised in different companies. For instance: Skype was founded in Estonia and is very attractive as a company. Female role models from Skype give workshops in schools. They show children that they can earn money by testing games or bugs in Facebook.

Events are held in Tallinn on Saturday so children from all over the country can attend. Digigirls asks companies to organise events, but often companies also ask them to assist in organising these

events. Participants differ in age from 9 till 60 years old. There are 30 mentors and 20 companies participating. Participating companies are i.e. Skype, Microsoft, Universities, etc. There are the newbies/ the regulars / the alumnis.

Techsisters and Digigirls are not funded. The work is all voluntary.

4. “Skype” personal manager, Merle-Liisu Lindma, HR manager Estonia & Luxembourg Microsoft.

Skype was established in 2003 and sold in 2013 to Microsoft. It is a top desirable employer for Estonian tech youth. The attitude/culture is that lots of employees have their own start-ups. 3 days per year employees can do “something” for society (paid). Culture is the way you think, act, and interact. How do you lead and how do you want to lead? (as a manager).

Target group is young educational graduates and people over forty with diverse nationalities and backgrounds. At Skype in Estonia there are 12% females in engineering/technical jobs. They are in self-esteem programmes to build their self-confidence.

You have to look at how the brain works: there is a growth mindset and a fixed mindset. You can learn your brain how to think.

There are three years of maternity leave: 18 months paid and for the rest you have to use your own savings. These three years can be shared between mother and father.

The salary gap in ICT is high. In general the salary gap between men and women in Estonia is the highest in the EU. Skype pays men and women equally.

Estonia wants to hire more girls who want to be paid based on education not on gender.

Microsoft has a programme for limited number for internships or summer work (or 1 year).

5. “Detecting Major Misconceptions about Employment in ICT: A Study of the Myths about ICT Work among Females”. (Instrument 6) by Eneli Kindsiko , University of Tartu.

The rate of 78% ICT male employees was a question for investigation. Men negotiate four times as often as women in their starting salary. It is difficult to look back many years, because of the Sovjet history in Estonia. This study was about why so few females choose ICT related jobs. The research period was in spring 2015.

The ICT study for students without an ICT background was the most popular study in Estonia last year.

Found in archives: 0,36 salary for male and 0,30 for female (1942 salary in Sovjet time)

”Social crutch ”= you need something (help).

This year the most popular study in Estonia was ICT.

6. initiative „Refresh“ (Instrument 4) by Janika Liiv , software developer and Co Founder of Clanbeat

7. Project “Superheroes” (Instrument 5) by Eva K. Ponomarjov, founder and manager of the project Master in Media & Advertising.

Why are there so few women in STEM? Do we really mind the gap? Superheroes focuses on teenage girls, because changes take time at that age. Website: www.superheroes.ee.

There is a sheet about what the future employer needs. The most important thing is: bravery and self-confidence.

There is a video “dreamers vs doers” by Shonda Rhimes. She organises workshops on: Sisterhood, Courage, Dialogue and Failure. Ask girls to write down their dreams and after the meeting you ask the girls to write down their dreams again, but this time “dream bigger”. Girls downplay their dreams. Ask them to write down what they want to achieve in 5 years. One example is of a girl who wanted to become a singer in X-Factor. Superheroes asked her to perform at their gala. She did it and was picked up by DJs who were looking for new talent.

“If you imagine less, less will be what you undoubtedly deserve” - Debbie Millman

Superheroes teaches growth in mindset. Talent doesn't exist, it is hard work.

22 March the project (Gala) ends. Ms Ponomarjov will establish a non-executive board of teenagers for suggestions to continue. The British council in Estonia supports the project.

Facebook: Superheroes Estonia.

8. "The tech women of Proekspert" by Kadri-Liis Kusmin

Pro-ekspert is one of the first ICT companies in Estonia. They help clients with projects and solutions.

At 6 she wanted to become an astronaut (or work at the FBI) while others wanted to become hairdressers. At 8 she got her own computer game. (Her mother switched the language into French).

At 12 she made a website for her pet: neopets.com. This was her first action in coding. She started designing webpages for classmates.

„Everything Hollywood tells you about IT is wrong“ (like the nerds working under the ground)

At 19 she started studying ICT. She thought she knew a lot, but found out it wasn't true. She joined a project in her last year and found out that it is not only about computers, but she could work on something „real“. At 23 she graduated and started a job as programme manager.

If she needs an app, she can built it herself (or improve one).

At 26 she started at Proekspert : “We make things smarter“.

At 28 (now) she has to decide between many good options. Everything is possible.

Kirka: she wanted to study mathematics, but it wasn't offered, so she chose ICT. At 21 she joined the Robotic club in Tallinn (with the nerds in the basement). At Proekpert she has the possibility to learn what she is not good at.

Mairi: is a software developer at Proekpert. She is also a lecturer. At 13 she had a new maths teacher (beautiful, smart), she wanted to become like her and started to like maths. At 19 : she started theatre education to become an actress. At 27 she had seen every theatre and wanted to do something more practical so she started to study IT at university (out of her comfort zone). After graduating she got a job at Proekspert at 29 for 80% and the other 20% of her time she works in the theatre.

What do these tech women have in common?

ICT at school was boring. They found out how interesting ICT is by themselves (or by accident). Role models (teachers/parents) are important. Proekspert has won a price for the perfect work

environment. If there are 5 employers who want to open a new branch in another town, they can do it.

At the moment Proekspert has 150 employees. They have a „happiness specialist“, who is not an HR Manager. (Dream director = a kind of coach.)

9. Summary of day, discussion

We got to the point of the topics very well. We heard lots of good practices. Jüri was surprised himself by all the good examples of women initiatives in Estonia. The women are very creative in their projects, which again inspires other women.

The speed of change is very high at this moment. It is not only up to the schools to change, but also to the companies to facilitate this change.

Tuesday 4 April

10. Tour of the school buildings

11. Welcome speech by Riina Mürsepp, school director

12. School presentation by Liisi Kruusimägi, project coordinator of Pärnumaa Vocational School

Pärnumaa Vocational School has 116 employees, 100 teachers, 1300 students and 2.000 adult learners. Students over 18 years old are adult learners.

There are 3 departments: Technical / Hospitality services, accommodation department and adult education department. They can start a new group if they have 10 students.

After completing basic school, students are 16 years old. There is a level 2 for students who cannot go to gymnasium or level 3 or 4. In level 2 there are only a few students (mostly with special needs).

In England you cannot use chemicals under 16. In Estonia the age is under 18. Hairdressers work with chemicals and they interact with people (like nurses and beauticians), so they have to be 18.

13. Discussion with students of department of technical studies

Kristiina Tinkus is an ICT teacher. She went to university and graduated, but she returned to VET for studying practical things in ICT for 3 years. She combined teaching and studying.

There is a great lack in ICT teachers, so Pärnu recruits them among students.

Getter Maehunt graduated in construction.

Maarja Virula is a carpenter/joiner student. After gymnasium (20 years old) she started at this school. Now she is in her first year and she works at the Hedon hotel as well to earn some money. Her grandfathers are her role model to follow her heart.

Kaari is a carpenter student. Her parents started building a house and she wanted to help. Then she became enthusiastic and started the studying carpentry.

[name unknown] is an adult student with sport-scientist academic diploma. She is 28. She liked the Swedish furniture. She wanted to make her own furniture and learn how to work with tools. She joined the group with younger students. She combines studying with her job. She doesn't have to join the theoretical classes. She works fulltime as a tennis umpire. Students can study for free.

Lifelong learning is free if you join a regular school. Materials are sponsored as well. The school has its own forest for woodwork. Carpentry work is sold.

Adults study for free, even if they've completed university. Adults attend the same courses as youngsters. Even the school costs are free. Sometimes the school has sponsors. If adults do a short course, specifically for the company, they have to pay for it.

Hella is a car technician. She has just returned from Germany.

Annalisa is a painter student. She comes from a family of painters.