

WeSTEMEU

Good Practices Booklet



*Women for Science, Technology, Engineering,
and Mathematics in Europe*

WeSTEMEU Good Practices

This booklet is a compilation of best practices identified within the WeSTEMEU project, funded by the Interreg Europe Programme. Over the past 19 months, **nine organizations from six countries** have brought together regional stakeholders dedicated to **promoting gender equality in STEM**—ranging from primary education to leadership roles in key positions.

The goal of this compilation is to transfer expertise and replicable good practices across European regions, fostering **exchange and transnational learning**.

After going through the Booklet, we ask you to vote the most insightful best practices for your organization and that you'd like to explore further.

The most popular practices will be featured in an **interregional workshop** where participants can dive deeper into their implementation and impact.

Let's build a more inclusive future in STEM together!

Vote here →

<https://forms.gle/CvtCPAVx9T8aJnpj9>

Interreg
Europe



Co-funded by
the European Union

WeSTEMEU



Table of contents

The good practices have been categorized based on the target groups they aim to address, namely: **School Girls, University Students, Researchers, Employees and Leadership positions.**











Gender equality in STEM	School 	University 	Research 	Employee 	Leader 
1. Acceleration Programme		✓		✓	
2. Ambition Accelerator		✓		✓	✓
3. Association of Women in Engineering, Science and Technology		✓	✓	✓	✓
4. Discovery Programme				✓	
5. Diversity map of the Romanian startup ecosystem				✓	✓
6. Dones Maker		✓	✓	✓	
7. Errigal College STEM Lab	✓				
8. Gender Equality Plan		✓	✓	✓	✓
9. Girls as Engineers! Campaigns	✓				
10. Guide to address Sexual Harassment within Universities		✓	✓		✓
11. Igualada TI(n)C Talent	✓				
12. Inclusive Practices by Think Digital Group				✓	✓

Table of contents

	School 	University 	Research 	Employee 	Leader 
13. Office of the equal opportunities			✓	✓	✓
14. Romanian Women in Mathematics Network		✓	✓	✓	
15. Igualada STEM Day	✓				
STEM Promotion			✓	✓	✓
16. Children's Technical University	✓				
17. Donegal Digital Action Plan	✓	✓	✓	✓	
18. Educated Romania Project	✓	✓			
19. Future Jobs	✓				
20. Lab 2-6	✓				
21. Rap STEAM	✓				
22. RoboLab Local STEAM Incubator	✓				
23. Women in engineering				✓	✓

Women GoTech



Type of organisation : NGO



Establishing a training programme for women entering the tech sector

Training programme for women who decide to start their career and are lacking self-confidence or have some gaps in knowledge, skills, or setting goals for their career movement.

This 6-months programme provides access to industry knowledge, and community and gives confidence for this step. Depending on a chosen cohort, various topics are covered related to the theme. This programme is based on **mentorship**, meaning that the learning process is going on with a dedicated mentor who is eager to provide advice, guidance and lend while the trainee is working on her own goal. The mentor during the whole programme provides mentorship not less than 12 hours. At the end of the programme, the Certificate is issued after the completion of the programme



More than **700 impact stories** (requalified or entered the tech sector after completion of the programme). It means that 52 % of all graduated women start working in tech after completing the programme within a year.

Target beneficiaries:



Webpage: <https://www.womengotech.com/acceleration-program/>

Social media: <https://www.linkedin.com/company/women-go-tech/>

Donegal Local Enterprise Office

Type of organisation : Local Authority



Award-winning business accelerator to support female entrepreneurs in developing globally scalable ventures.

The primary objective of AMBITION is to equip **female founders** with entrepreneurial tools and techniques to kick-start their start-up ideas. Additionally, the program fosters a **collaborative approach** towards a commercially focused team, provides exposure to successful entrepreneurial role models, and inspires leadership and confidence among participants. It also expands the women's networks and encourages engagement with relevant start-up support stakeholders. Through AMBITION, LEO Donegal strives to empower women entrepreneurs to build sustainable businesses and contribute to the region's economic growth.

Ambition is designed to support women entrepreneurship in the county and enable more women to transform solid ideas into commercially viable start-ups.



Between 2020 and 2023, there have been four AMBITION cycles **with 40 projects and 57 individual participants**. 69% of the program participants have continued to develop their project full-time and have created 73 jobs. 95% of the women who took part felt AMBITION was a valuable source of concrete skills, meaningful connections, and support.

Target beneficiaries:



Webpage: <https://www.localenterprise.ie/Donegal/Training-Events/Ambition.html>

Social media: <https://www.linkedin.com/company/donegalleo/>
<https://www.facebook.com/DonegalEnterprise>

3. Association of Women in Engineering, Science and Technology



INDEX

AFIST - A community empowering women in STEM through mentorship, education, networking, and advocacy

Type of organisation : NGO



A F I S T



Empowering women in STEM through structured mentorship, targeted education, dynamic networking, and strong advocacy, creating an inclusive community.

AFIST aims at creating a supportive and safe environment for women in STEM fields and to build a community for tech people where they can grow, connect, and help each other.

Support: Creating personalized mentorship programs with three main directions (soft skills, tech and business) with experienced professionals guiding newcomers. **Networking:** events, workshops, and conferences to facilitate connections among women in STEM, life-long learners, professionals and tech enthusiasts. **Advocacy:** Promoting policies and practices that support gender equality in STEM, partnering with educational institutions, companies, and policymakers to create a more inclusive environment.



Building a community **of 900+ individuals:** STUDENTS, EXPERTS, MENTORS, PSYCHOLOGISTS, COACHES, SPEAKERS from STEM fields, culture, education, and academia; **Mentoring over 100 women students;** Securing partnerships with 15+ national and international institutions; Hosting 10+ networking events, 10+ educational events and 3 big conferences; Awareness campaigns have reached hundreds, aiming to encourage more women to pursue STEM careers.

Target beneficiaries:



Webpage: <https://afist.ro/en/>

Social media: <https://www.facebook.com/afistromania>
<https://www.linkedin.com/company/afist/>

Women Gotech



Type of organisation : NGO



Empower women to explore tech careers and overcome gender barriers

Program created for women who are interested in tech and are thinking about a career switch or just want to be comfortable and familiar with this sector, also for those who are looking for a community where people can talk, explore tech and support each other.

The program is developed in an easy format **with 15 online** courses, so it can be reached from everywhere at any convenient time for the participant. After completing all 15 modules the certificate is issued. As the outcomes of this program, the women gain knowledge in tech talk and jargon, find new friends and new perspectives, and even new career opportunities.

This program has been started as a movement offering a mentoring course for women aiming to mitigate the gap between men and women in tech-related jobs.



More than **700 women** have successfully retrained and started their careers in technology.

Target beneficiaries:



Webpage: <https://www.womengotech.com/discovery-program/>

Social media: <https://www.womengotech.com/discovery-program/>

5. Diversity map of the Romanian startup ecosystem



INDEX

Step Forward

Type of organisation : NGO



The StepFWD Diversity Report serves as an essential practice for encouraging gender equality and improving women's employment in STEM fields

The StepFWD Diversity Report, developed by StepFWD pre-accelerator, is a critical **tool for advancing gender equality in STEM** by shedding light on key challenges women face in the Romanian startup ecosystem. By focusing on both gender disparities and the varying perceptions of diversity, it highlights that women, who are often underrepresented in tech and startups, place a higher value on diversity than men (51% vs. 34%).

This suggests that **gender-specific strategies** are needed to address inclusivity. The report reveals a troubling gender gap in access to capital, particularly at later funding stages, where men dominate funding rounds.



94 startups - 89 startups with at least 1 marker of diversity and 50 startups with employees belonging to an underrepresented group; unique initiative - two editions of the Diversity Map

Target beneficiaries:



Webpage: <https://stepfwd.today/>

Social media: <https://www.facebook.com/StepFWD.today>

Espai Malla



Type of organisation : Non-profit



Open Women's Group for Technological Learning and Creation that strives to be a group of trust and learning.

A group composed **exclusively of women** has been established as a space for creation and learning in technological fields. Within the framework of Espai Malla—a **cooperative lab-workshop** open to anyone interested in experimenting with laser machinery, 3D technology, and more—, this women's group provides a platform for sharing and exploring diverse areas of interest. The initiative aims to create a trusted environment for its members, offering a female- oriented space for utilizing the workshop and its equipment.

The program aims to carry out actions with positive social impact by deploying the circular economy and distributed manufacturing; using and teaching technology and science, and carrying out educational activities aimed at all ages, people and areas.



The group consists of around **twenty participants**. Espai Malla has become a technological space where **50% of its users are women**.

Target beneficiaries:



Webpage: <https://www.espaimalla.cat/dones-maker/>

Social media: <https://twitter.com/mallaprojecte>

Errigal College Letterkenny



Type of organisation : Secondary Education School



Enhancing the promotion of STEM education, with a particular emphasis on encouraging female students to engage in these fields

Errigal College secondary education school in Letterkenny, Co. Donegal has established an innovative **STEM and Coding Lab**, inaugurated in November 2022. This facility was developed through a five-year **partnership with Optum Ireland and UK**, aiming to enhance the promotion of STEM education, with a particular emphasis on encouraging female students to engage in these fields.

The facility supports both individual and collaborative work, enhancing creativity and problem-solving abilities, which are beneficial across various subjects. One of the key goals of the lab is to **inspire more girls** to pursue STEM careers. The facility and teaching approach actively promote inclusivity, using role models, success stories, and hands-on experiences to break down gender stereotypes in STEM.



The Errigal College STEM Coding Lab has significantly boosted student engagement, academic performance, and career interest in STEM fields. Its success is reflected in increased participation in STEM, stronger academic outcomes, **higher female involvement**, and positive community impact.

Target beneficiaries:



Webpage: <https://errigalcollege.ie/teaching-learning/stem-lab-and-makerspace/>

Social media: <https://www.facebook.com/errigalcollegelk>

8. Gender Equality Plan



INDEX

UEFISCDI



Type of organisation : National public authority



Ensuring compliance with gender equality European standards, while reaffirming the institution's core values: equality, inclusion, diversity, and transparency

This initiative underscores UEFISCDI's leadership in the innovation ecosystem by **institutionalizing gender equality measures** and fostering dialogue on this crucial issue. The GEP promotes women in STEM through initiatives that reduce barriers and foster inclusivity.

The GEP supports women in STEM by reducing barriers, ensuring fair recruitment, advancing careers, promoting work-life balance, and fostering inclusivity through bias training, mentorship, anti-harassment policies, and gender-sensitive research criteria.



GEP **reached 63,000+ innovators via BrainMap**, informed 5+ innovation project evaluations, and led to 3 new gender-focused projects (2 funded). **80% of employees know harassment concepts**; 70% report better work-life balance

Target beneficiaries:



Webpage: <https://gep.uefiscdi.ro/en/home.html>

Social media: <https://www.facebook.com/uefiscdi>

9. Girls as Engineers! Campaigns



INDEX

The Perspektywy Education Foundation and the Conference of Rectors of Polish Technical Universities



Type of organisation : Non-profit



Campaign promoting technical and engineering studies among women

The main aim of "Girls as Engineers!" is to promote this educational path as interesting, attractive and very beneficial in the long run. It is also to show that technical studies address a recognized need of business and industry to attract highly trained workers with variety of skills.

Each year in April Polish public technical universities and STEM faculties are invited to take part in a "**National Open Day - For Girls**". Through a great variety of events young women will be able to gain an insight into academic life of Polish technical universities and make useful connections. For this purpose, the participating universities opened their laboratories, workshops and offices as well as organized meetings with women professors to give concrete examples that showed girls how interesting and exciting studying at a university of technology can be.



Campaigns have been very successful; the share of girls involved in the STEM-education in Poland increased during this period from 29% to 37%.

Over 150 000 girls have participated in these campaigns.

Target beneficiaries:



Webpage: <http://www.dziewczynynapolitechniki.pl/english>

Social media: <https://www.facebook.com/perspektywy.wit/>
https://www.instagram.com/perspektywy_women_in_tech/
<https://www.linkedin.com/company/perspektywy-summit/>

10. Guide to address Sexual Harassment within Universities



INDEX

CENTRUL FILIA

Type of organisation : NGO



Advancing gender equality in STEM by equipping universities with actionable resources to combat harassment and discrimination.

FILIA, a Romanian NGO championing gender equality, has developed Romania's first **guide to prevent and combat gender discrimination and sexual harassment** in universities. Featuring global best practices, it promotes safer academic spaces and advances gender equity in STEM. By promoting a culture of respect and safety, the initiative helps ensure that women feel empowered and supported in pursuing and succeeding in STEM careers.



875 students from 12 high schools attended 24 events on sexual harassment and discrimination (March 2022–Oct. 2023). 106 became allies, 184 organizations signed an open letter, and **3,000+ signed a petition urging systemic reforms from the Ministry of Education.**

Target beneficiaries:



Webpage: <https://centrulfilia.ro/>

Social media: <https://www.facebook.com/centrul.filia>

Igualada Municipality

Type of organisation :

Local Authority

Ajuntament  d'Igualada



Promote STEM among girls in the city to foster scientific and technological vocations.

A group of 16 girls from the city has been selected through a competition to form an **exclusive cohort for continuous training in STEM fields**. The training sessions take place monthly at non-formal educational centers specializing in technology. This group serves as a **safe and supportive space for learning**, aiming to inspire vocations in STEM by fostering expertise in the subject matter. The initiative is funded by the City Council.

The participating girls, all aged 10-11, will also act as advisors, providing their input to guide the City Council in promoting STEM. The centers delivering the training are member organizations of the Local Stakeholders Group supporting the project.



The project is currently ongoing, with high participation in the selection process and active involvement from local schools. Around 40 girls applied, and the panel selected 16 of them.

Target beneficiaries:



Webpage:

<https://www.igualada.cat/ca/noticies/l2019ajuntament-d2019igualada-impulsa-el-projecte-ti-n-c-talent-que-formara-un-grup-de-16-nenes-de-la-ciutat-en-ambits-stem-per-fomentar-les-vocacions-cientifiques-i-tecnologiques>

Social media: <https://www.instagram.com/ajigualada/?hl=es>

Think Digital Group (TDG)



Type of organisation : Enterprise



To foster gender inclusion and empowerment, especially for women in the tech industry.

Think Digital Group (TDG) is a leading Marketing & Commerce Holding Group with a strong presence in EMEA and LATAM.

They have implemented **structured recruitment practices to eliminate unconscious bias**, offer community outreach through CSR activities, and raise awareness about challenges women face in the tech industry. Their initiatives include panel discussions, workplace sensitization on gender issues, flexible working policies, and strict anti-harassment protocols. These efforts aim to create an inclusive and respectful workplace culture while empowering women in leadership and technology roles.



TDG has been recognized as one of the **top 10 Best Workplaces in Greece** by the 'Great Place to Work' organization in 2022. Their CSR initiatives, such as fundraising marathons for NGOs, further highlight their commitment to social responsibility and inclusivity.

Target beneficiaries:



Webpage: <https://thinkdigitalgroup.net/>

Social media: <https://www.linkedin.com/company/thinkdigital-group-tdg/>

Ombudsperson

Type of organisation : National public authority

LYGIŲ
GALIMYBIŲ
LINIUOTĖ



The **equal opportunities ruler** is a tool for situational assessment in the workplace.

The ruler was created in response to the need of employers in Lithuania to receive consultations when preparing and implementing **Equal opportunity policies** and (or) Equality action plans in the workplace. Detailed situation analysis is the first step in developing targeted and workplace-specific measures to ensure equal opportunities. The questionnaire covers four topics: Communication culture in the organization; Work relations processes; Employees' (dis)approval of various forms of discrimination; Equal opportunities policy from the perspective of the employee

Based on the data collected from surveys of both the employer and the employees, Office of the Equal Opportunities Ombudsperson provides the organisation **a score on a ten-point scale together with a detailed report and recommendations** on how to ensure equal opportunities in the workplace.



Starting in 2020, entities can use this tool to measure how effectively equal opportunities policies are implemented at the workplace and to get consultation on how to implement these policies more effectively.

Target beneficiaries:



Webpage: <https://lygybe.lt/en/equal-opportunities-ruler/>

Social media: <https://www.facebook.com/lygiosgalimybes>



RWM – A network for empowering Romanian women mathematicians and promoting mathematics among girls and women

Type of organisation : Network/Group of interest in mathematics



Unite Romanian women mathematicians, providing career support while inspiring and encouraging girls to pursue mathematics.

RWM network to bring together Romanian women mathematicians. RWM works towards: **Supporting women mathematicians** in their careers; Encouraging women to study mathematics, striving to achieve a more diverse **community of mathematicians**; Giving visibility to women mathematicians; Raising awareness about **gender issues in mathematics**, .Activities developed within RWM: organizing the monthly seminar “**Mathematics and Life**”, open talks, debates and seminars (presenting success stories of Romanian women mathematicians, digital tools in superior mathematics, fighting gender gap, and challenges for teaching mathematics online), celebrating **Women in Mathematics Day in Romania**, attending relevant international conferences in mathematics.



RWM reached **49 members** - women mathematicians from 24 academic institutions. Dedicated to promoting mathematics and advancing the role of women in this field, RWM has organized a diverse array of events. These initiatives fostered collaboration, addressed common challenges, exchanged knowledge, and built a strong support network in mathematics.

Target beneficiaries:



Webpage: <https://sites.google.com/view/romanianwomeninmath/home>

Social media: N/A

Igualada Municipality – STEM Women Congress

Type of organisation : Public Authority



Ajuntament  d'Igualada



Dissemination event aimed at all students in the city to raise awareness and drive change in stereotypes related to STEM and gender.

The Igualada City Council, in collaboration with the **Women STEM Congress** hosted a dissemination event for all schools in the city. The aim was to promote female access to STEM fields and provide female role models and testimonials in these areas.

Targeted at students aged 9 to 12—an age prior to making academic pathway choices—the event included 2 plenary speeches from STEM women, a round table with 5 women students from the STEM sectors, and a practical learning activity.

The event helped break gender stereotypes in the STEM field and promoted these sectors as viable career paths for women.



400 students from the city attended the 1st Igualada Stem Day. The event counted with the participation of 10 women speakers from the STEM sectors to provide their experience and knowledge.

Target beneficiaries:



Webpage:

www.igualada.cat

<https://stemwomen.eu/en/>

Social media: -



Foundation for Supporting Education at the "Aviation Valley" Association

Type of organisation : Non-profit



Popularising science and education among children and young people, especially in technical, mathematical and natural sciences subjects.

Activities designed for primary school pupils aged 7 - 12 years, operating on a semester cycles. The lectures, workshops and laboratory classes are prepared in such a way that each children understands and remembers as much as possible.

Lectures last 1 hour and are attended by 60-100 students (depending on the city/town). Examples of topics: "We are flying on Mars", "Trombone and physics - in search of sound", "Mathematics and physics at the service of game developers".

Workshops – 2 workshops per semester with 2 different topics. Workshops last 1,5 hours in small groups of 20 students. In total, there are 6 workshop groups per day. Each participant in the second workshop receive a 'Scientist's Kit' to experiment on their own at home. Examples of topics: "Build and fly", "In the world of liquids".



42.000 students since 2009, each semester apx. 1000 students (2000 a year) in **7 localizations**, 28 lectures and 18 workshops, over 20 lecturers/experts engaged. 1 full time employee engaged in the project. Project is financed by private partners (local companies) and local government.

Target beneficiaries:



Webpage: <https://dolinawiedzy.pl/dut/>

Social media: https://www.facebook.com/DziecięcyUniwersytetTechniczny/?locale=pl_PL



Donegal Digital



Type of organisation : Local Authority



Develop digitally literate communities, build sustainable enterprises and improve societal services using ICT in the Donegal County

Digital Donegal is a Donegal County Council-led partnership composed of 14 organisations, institutions and entities. The initiative focuses on building digitally skilled communities, fostering innovation, and co-creating services to boost the local economy.

The digital landscape in Donegal is undergoing significant transformation, with continuous efforts to expand digital access in rural areas. Donegal County Council, through the Donegal Digital initiative, is actively spreading **the digital agenda across the county to ensure inclusive growth and development.**

Overall, Donegal Digital plays a crucial role in promoting digital transformation in the region, supporting the development of digital infrastructure, enhancing digital skills, and fostering a collaborative environment for innovation.



The establishment of **11 digital hubs** across the county has provided high-speed broadband and state-of-the-art facilities, enabling professionals to pursue their careers while enjoying the lifestyle Donegal offers. There is also a marked increase in entrepreneurial activity across the region with the supportive digital environment.

Target beneficiaries:



Webpage: <https://donegaldigital.ie/about-3/>

Social media: <https://www.linkedin.com/company/donegaldigital/>
<https://www.facebook.com/donegaldigitalactionplan/>

18. Educated Romania Project



INDEX

Ministry of Education



Type of organisation : Institution of the Romanian central public administration



The Educated Romania Project integrates a set of objectives, targets and strategic solutions aimed at transforming education by 2030.

In Educated Romania foresees relevant measures to promote STEM: 1.Introducing a significant percentage of STEM-related activities into the school curriculum; 2.Promoting STEM approaches in the teaching activities; 3.Professionalization of teachers who teach STEM subjects; 4.Modernization of robotics and informatics labs, along with ensuring adequate digital equipment and internet connectivity in classrooms; 5.Ensuring the necessary infrastructure, technology and resources for the educational process in STEAM fields; 6.Development of a national program and local grant programs for teachers/educational units that wish to carry out activities for the development of the STEAM fields.



The operationalisation of the Educated Romania Project came with positive results in the education system. These education laws foresee measures designed to improve the quality of education and ensure equal access to education, as well as to promote programmes supporting the study of science, engineering and mathematics.

Target beneficiaries:



Webpage: <http://www.romaniaeducata.eu/>; <https://www.edu.ro/>

Social media: NA

UEA – Unió Empresarial de l'Anoia



Type of organisation : Business Association



Promoting Industrial Vocations in the Anoia Region. Conducted in schools to help students explore possible career pathways in the field.

Given the challenges faced by local companies in finding trained and skilled workers in industrial sectors, the UEA (Union of Business Owners) is implementing a project to bring **industrial career pathways closer to schools** in the region.

Through this initiative, the industrial sector is introduced to young students still in school, allowing them to see the opportunities available in these fields. The project highlights key industrial sectors that are particularly significant in the Anoia-Igualada context, fostering awareness and interest among the younger generation.



The initiative has engaged up to 1,785 students. These students have gained firsthand exposure to the industrial sectors in their region, with the organizers aiming to present these fields as viable career opportunities for their future.

Target beneficiaries:



Webpage: <https://www.uea.cat/projectes-i-actes/professions-de-futur/>

Social media: NA

Escola Gabriel Castellà

Type of organisation : Primary School



Initiation Laboratory: Fostering scientific and technological curiosity from an early age

This scientific initiation laboratory offers children aged 2 to 6 an innovative space designed to spark curiosity and **cultivate a passion for science**. This facility provides engaging challenges and hands-on experiences as part of a broader educational strategy that prioritizes scientific thinking through workshops and immersive activities. Developed in collaboration with ICE-CSIC under the Magnet program, it integrates expertise to promote evidence-based learning. The initiative **emphasizes inclusivity and coeducation, addressing gender stereotypes**. The space fosters exploration, autonomy, and creativity, advancing a progressive vision of education that bridges scientific and artistic disciplines to enhance lifelong learning competencies.



A thousand students have benefited from this training since the beginning of the project. These learners have been introduced to experimentation and scientific play. Ongoing to this day.

Target beneficiaries:



Webpage:

<https://magnet.cat/lescola-gabriel-castella-presenta-el-lab-2-6-un-espai-de-ciencia-per-a-infants/>

Social media: NA

21. Rap STEAM – robotics and programming in elementary schools



INDEX

Podkarpackie Region - Podkarpackie Group of Regional Units in Rzeszów

Type of organisation : Regional Authority



To promote the development of educational robotics and programming learning during elementary school in the appropriate retrofitting of facilities

Project RAP Steam is run by Podkarpackie Region zów together with Partners: Rzeszów University of Technology, Grodzisko Dolne Municipality and the Regional Cultural Center in Rzeszów.

It consists in the development of a **unified curriculum for teaching computer science** with educational **robotics** and programming classes and extracurricular activities in educational robotics at school; development of methodological and didactic materials for students; equipping school laboratories with robotic kits; conducting training for teachers and school management; financing extracurricular classes in educational robotics; organization of events: science picnics promoting robotics, learning programming, STEAM competitions/competitions, workshops, camps for students in programming and robotics.



The amount of the project: 133 044 117,00 PLN (apx. 31 million Euro). It is planned to involve in the project 771 schools, 1050 school management representatives, **2520 teachers, 8672 students.**

Target beneficiaries:



Webpage: <https://rap.podkarpackie.pl/>

Social media: https://www.facebook.com/rapsteam?locale=pl_PL

22. RoboLab Local STEAM Incubator



INDEX

Foundation for Supporting Education at the “Aviation Valley” Association

ROBOLAB
Local STEM Incubator

Type of organisation : Non-profit



To increase competencies among elementary and secondary school students in both STEM and high-tech fields.

RoboLAB is an innovative project to develop soft skills, with particular emphasis on problem-solving skills, cooperation, communication, teamwork, or the development of critical thinking:

- training activities: Fantastic Education (Popular science classes in the form of demonstrations, helping to broaden the horizons and discover the extraordinary world of science); Creative Workshops (four-hour classes to learn the basics of mechanics, electronics and programming with the use of specialized robotic modules); RoboWorkshop (dedicated to potential teams, declaring their desire to participate in competitions, receiving the basics of electronics, mechanics and programming to build their own robot); RoboCamp (full course on robot construction to develop the creativity and technical abilities)
- organization of international robotic competitions once a year



So far apx. **2400 children were engaged**. Project is financed by private partners (local companies) and local government. Apx. 800 children a year take part in the project.

Target beneficiaries:



Webpage: <https://robolab.edu.pl/>

Social media: https://www.facebook.com/search/top?q=robolab%20local%20stem%20incubator&locale=pl_PL

Interreg
Europe



Co-funded by
the European Union

WeSTEMEU

Rzeszow Regional Development Agency (PL)
Podkarpackie Region (PL)

KMavridou engineers



Type of organisation : Enterprise



To foster gender inclusion and empowerment, especially for women in the engineering industry, work-life balance.

KM engineers, was founded in 1992 by civil engineer Katerina Mavridou. The spectrum of work undertaken by the team spans from residential to hospitality and commercial projects mainly in the Western Greece and the Ionian Islands areas.

They deliver in-house all stages of design from conceptual to detail design through to construction drawing from the multidisciplinary character of our team. They create projects that feel confident, natural, and timeless and maintain a focus on quality materials and their daring combinations.



Great model of a business consisting of **7 women engineers**, with a **flexible work structure** and remote work, **supporting local female talent**, as well as **the balance between professional and family life**. This best practice can be utilized in our region as an example for other companies, thereby strengthening the local female STEM presence.

Target beneficiaries:



Webpage: <https://kmavridou.gr/>

https://www.instagram.com/kmavridou_engineers/

Social media:

<https://www.facebook.com/people/KMavridou-engineers/100076184351321/>