We encourage, train and accompany girls who attend high school through free and open programs.

We co-create with leading companies and organizations a comprehensive, dynamic and contextualized curriculum that combines technical and soft skills and respond to the needs of the technology entrepreneurial ecosystem.
**PUMM**

An **intensive technology program** for social purposes and entrepreneurial skills for high school girls. Participants work as a team to identify real problems within their environment, to design and build an application to help resolve them.

- **Location**: at the facilities of a company or organization in the technological field.
- **Duration**: 4 days includes (weekend)
- **People Involved**: mentors, company volunteers (technology experts and entrepreneurs)
- **Scope**: 30 girls approx. 13 to 18 years old
- See PUMM 2019

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**CLUBES**

A federal program aimed at developing a space for creation and sustainable innovation within schools or spaces for non-formal education. It targets young women and is led by its own educators, linking the school curriculum with current technology and entrepreneurial issues.

- **Location**: directly implemented in spaces of formal and non-formal education
- **Duration**: Number of meetings to be defined in 2020.
- **People Involved**: educators and teachers.
- **Scope**: 24 girls approx. 13 to 18 years old per club
- See Clubes Closure 2019

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**LEADING GIRLS IN TECHNOLOGY**

A day for girls to learn about the technology entrepreneurial world. Each event focuses on a specific topic. It comprises a multitude of dynamics such as workshops, panels, talks and workspaces specially designed for participants to learn about, be interested in and interact with technology and everything it has to offer.

- **Location**: The space is defined in each event and is based on topics.
- **Duration**: 1 day around 4 to 5 hours.
- **People Involved**: ambassadors of companies and the technology entrepreneurial ecosystem
- **Scope**: approx. +100 girls 13 to 23 years old and streaming participation
- See Leading Girls 2019
When they begin to **interact with the technology entrepreneurial environment**, or when they try to **access and promote themselves in a work position**, most women face barriers linked to **gender stereotypes** that end up expelling them once more from these spaces, which is why **Chicas en Tecnología** created the **comunidadCET**: a space for **reference, support and motivation for all graduates of our PUMM and Clubes programs**. In **#comunidadCET**, the girls find opportunities to strengthen both their projects and themselves, **consolidate their vocation and deepen their knowledge**.

**Webinars.** These are dynamic learning spaces that address specific topics through ambassadors of the ecosystem. They include time of exchange.

- **Location**: CET digital platform
- **Duration**: 30/45 minutes
- **People Involved**: volunteer mentors -technology experts and entrepreneurs-
- **Scope**: approx. +3000 girls from all over the country

**Opportunities, Scholarships and Employment Portal.** External opportunities are offered for girls to find out they can continue training and choose to have work experiences linked to the world of technology.

- **Location**: CET digital platform.
- **Duration**: 30/45 minutes
- **People Involved**: Companies of the technology entrepreneurial ecosystem and universities
- **Scope**: +900 girls who have access from all over the country

**Workshops.** In-person sessions with different dynamics where participants are expected to acquire theoretical and practical knowledge in STEAM focused on innovation and gender, to deepen the use and creation of technology with a social impact.

- **Location**: It is defined according to the topic.
- **Duration**: 5/4 hours
- **People Involved**: Companies of the technology entrepreneurial ecosystem and universities
- **Scope**: 30/40 girls

**Contests.** They have a b-learning format: an instance where girls have to do face-to-face activities, and others within the campusCET. In general, they consist of 4 stages (problem identification, ideation of a technological solution, programming or layout, communication).

- **Location**: within the web platform
- **Duration**: 2 months
- **People Involved**: volunteer mentors of the company -technology experts and entrepreneurs-
- **Scope**: +900 girls who have access from all over the country (5 finalist groups)

**CET Experience.** Young girls go to the company as an immersive experience to share a day with professionals, where they discover the work environment of technology companies, enhance the skills that are necessary in the workplace, promote their interest in technology-related careers and explore the daily challenges and learning of a professional in the work area.

- **Location**: It is carried out at a technology company
- **Duration**: 1 workday
- **People Involved**: Companies of the technology entrepreneurial ecosystem
- **Scope**: At least 10 or 15 ComunidadCET girls close to finishing high school
- **Reference**: ExperienciaCET on Despegar BsAs, ExperienciaCET on Mercado Libre Mendoza

**Training Internships:** According to the National Educational Internship System - Law 26.427, opportunities for educational internships are offered with an incentive allocation within the company so that the Girls have their first work experience in a qualified job.

- **Location**: It is carried out at a technology company
- **Duration**: approximately 4 months
- **People Involved**: Companies of the technology entrepreneurial ecosystem
- **Scope**: 5 ComunidadCET girls close to finishing high school
**Specialized Workshops** and teaching material for training educators. We train teachers from all over the country and create innovative reference material with activities to apply in education institutions. We consider educators as multiplying agents and main local ambassadors for adolescent women and their communities. See *Ingenias (Smart Girls)* 2019.

**Research** is a cross-sectional area that aims to collect, analyze, systematize and communicate data to facilitate strategic decision-making and innovation actions that develop access to STEAM areas and contribute to closing the gender gap in technology. We build reports, datasets and promote broadcasting events such as *Menos Mitos Más Datos (Less Myths More Data)* with national and international academic ambassadors, as well as companies and journalists. We generate actions such as *Compilatón (Compilation Marathom)*, an awareness-raising activity and collective work with volunteers with different profiles to generate an online, dynamic and continuously-growing repository of information.

**Workshops in Companies** in order to promote an ecosystem that accompanies future leading women in technology. We provide the tools to face this challenge as an organization and good practices to incorporate into each work culture.

**Breakfast with Ambassadors** of different companies and those responsible for actions with the community so they can meet and discuss the opportunities and challenges in gender and technology. See *desayuno (breakfast)* 2019: “Culture open to diverse talent” and Edition 2.

**Events and Talks** we design and implement workshops and talks for different audiences that get involved with our programs. We actively participate in various communities through events, meetings and counseling throughout the country.

**Communication Campaigns**, both personal and in partnership, to favor debate, actions and positioning in the public agenda of the issues — our work areas — to reduce the gender gap in technology.

**Donation Campaigns**, are a call to action for more people to help fund the *Chicas en Tecnología* programs and, thus, generate more opportunities for more girls. Campaigns can be developed within companies or outside and through [donar online](#), and other platforms such as Benevity.

**Employment Portal**, is a space on the CET Digital Platform where organizations and companies share technology-related job opportunities so that ComunidadCET working-age girls can access and, thus, improve their employability and work placement and promote diversity within this sector, as well as the Mentor Network profiles, which are already working on the ecosystem.